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CAUT ACPPU
BULLETIN

Online · www.caut.ca · En ligne
Vol 46 · No 1 · January 1999 janvier
Ads : mazz@caut.ca · Publicité

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Le prix Sarah-Shorten

DIANE Huberman-Arnold, de l'Université d'Ottawa, a reçu le prix Sarah-Shorten 1998 lors de l'assemblée du Conseil de novembre. Mme Huberman-Arnold est membre de l'association des professeurs à temps partiel de l'Université d'Ottawa. Les efforts qu'elle a déployés et les réalisations qu'elle a accomplies au nom des femmes et des professeurs à temps partiel à l'Université d'Ottawa incarnent les objectifs et les qualités recherchés chez les récipiendaires du prix Sarah-Shorten. Mme Diane Huberman-Arnold enseigne depuis plusieurs années à temps partiel au département de philosophie. Par ses travaux, elle a fait preuve d'engagement et d'initiative pour l'avancement des femmes à l'université et dans la collectivité. ■

Sarah Shorten Award Winner

DR. Diane Huberman-Arnold from the University of Ottawa was presented with the 1998 Sarah Shorten Award at the November Council meeting. Dr. Huberman-Arnold is a member of the Association of Part-Time Professors of the University of Ottawa and a teacher in the department of philosophy. Her efforts and accomplishments on behalf of women and part-timers at Ottawa embody the goals and qualities sought in the recipient of the Sarah Shorten Award. Dr. Huberman-Arnold's work has demonstrated commitment and leadership to the advancement of women both in academe and in the larger community. ■



PHOTO: MARILYN BONNICK

UBC Faculty Association Launches Sessional Drive

Association wins voluntary recognition for all sessional faculty.

THE Faculty Association at the University of British Columbia has launched an organizing drive aimed at bringing all sessional lecturers into the association. The drive to sign up those sessionals not already in the association will bring hundreds of new members into the organization, many of whom teach just one class. Until now they have been unrepresented.

The faculty association's executive voted unanimously to launch the organizing drive. "We are very excited about the prospect of having all teaching faculty under one roof," said faculty association president Mary Russell. "It is something we have been pressing hard to achieve for some years and follows bargaining proposals made to the university last spring."

The drive got a big, indirect boost this past week when the university agreed to voluntary recognition of the part-time sessionals. What remains now is the actual sign-up of the new members.

The inclusion of all sessionals is long overdue, says Russell, and comes after much stonewalling by the administration. The university has in the past taken advantage of holes in the contract when hiring sessionals, according to the association's president.

"In 1993, we were able to get all sessionals teaching half time or more into the bargaining unit", Russell said. "At that time, the typical sessional lecturer was teaching two or three classes. But after we signed that agreement, the number of sessionals teaching

See UBCFA DRIVE Page 5 ☞



Mary Russell — Inclusion is long overdue.

Tous les temps partiel font partie de l'association des professeurs de UBC

L'ASSOCIATION des professeurs de l'University of British Columbia a lancé une campagne visant à intégrer dans ses rangs la totalité des professeurs à temps partiel, et à gagner ainsi des centaines de nouveaux membres, dont certains n'enseignent qu'un seul cours.

L'exécutif de l'association a voté à l'unanimité en faveur de la campagne. «L'idée de regrouper tous les membres du corps professoral au sein d'une même organisation nous plaît beaucoups» a déclaré la présidente de l'association, Mary Russell. «C'est un but que nous poursuivions assidûment depuis quelques années et qui a fait partie des négociations avec l'université au printemps dernier».

La semaine dernière, en acceptant volontairement de reconnaître les professeurs à temps partiel, l'université a aidé indirectement la campagne. Il ne reste plus qu'à inscrire les nouveaux membres.

Selon Mme Russell, l'inclusion de tous les professeurs à temps partiel est due depuis longtemps et arrive après bien des tergiversations de l'administration, qui profitait des lacunes de la convention collective lorsqu'elle embauchait des professeurs à temps partiel.

«En 1993, nous avions réussi à enrôler tous les chargés de cours à demi-temps ou plus. À cette époque, le professeur à temps partiel typique enseignait deux ou trois cours. Mais après la signature de l'entente, le nombre de personnes chargées d'un seul cours (et par conséquent non régies par l'entente) a augmenté en flèche. À notre avis, l'université a agi ainsi afin d'éviter de payer les charges sociales.»

Pour les professeurs à temps partiel, l'ancienneté, la rémunération, les avantages sociaux et la participation accrue aux activités de leur unité sont primordiales. L'un des objectifs de l'intégration est de briser l'isolement de nombreux chargés de cours de la communauté universitaire.

Les universités du pays sont confrontées à d'énormes problèmes de financement public. «Le fait qu'elles se tournent vers le secteur privé pour obtenir des subsides nous oblige à être extrêmement vigilants et à défendre la liberté universitaire et la mission publique des universités» ajoute Mme Russell. Il est aujourd'hui plus important que jamais que les membres du corps professoral s'expriment à l'unisson.

Neanmoins, les conditions de travail restent le point fondamental pour l'association et les professeurs à temps partiel. «Nos collegues ont été privés pendant trop longtemps du pouvoir de negocier et d'être reconnus. Cette ère est révolue». ■

Call for Public Inquiry Endorsed

FIVE days after Dr. Arnold Naimark released his report for the Hospital for Sick Children CAUT received the following statement signed by the Canadian Health Coalition, National Federation of Nurses Unions, Canadian Labour Congress, National Pensioners and Senior Citizens Federation, Canadian Union of Public Employees, Canadian Centre for Policy Alternatives, Hospital Employees Union, Congress of Union Retirees, CAW-Canada, and the Alliance for Public Accountability.

"We fully endorse CAUT's call for an external, independent public inquiry into the threats to research integrity exposed by the L1 scandal involving the Hospital for Sick Children and the University of Toronto.

"Dominance of corporate funding is an ominous threat to all research integrity and patient safety, not only at the Hospital for Sick Children, but nationally and internationally. An independent public investigation is imperative.

"Essential, in our view, is inquiry into the underlying causes of risk to research integrity, not just the symptoms. We must identify who has what responsibilities – for both researchers and institutions – and who must answer publicly and for what responsibilities, in the research process.

"The full facts of the scandal must be exposed in an open, independent manner so as to understand and limit threats to research integrity in the future. It is vital that the free expression of research concepts and findings be vigilantly defended in this country." ■

Dr. Olivieri Demoted!

ON Jan. 6, Dr. Nancy Olivieri was removed from her administrative position at Toronto's Hospital for Sick Children. CAUT President Bill Graham described this as "tantamount to total dismissal." At press time the U of T faculty association was meeting with its administration regarding a grievance filed on behalf of Olivieri and several colleagues. ■

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CAUT ACPPU
BULLETIN

PUBLISHED BY/PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

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The CAUT Bulletin is published the first week of each month September through June. Average distribution 31,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available via the Bulletin Online at www.caut.ca.

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Le Bulletin de l'ACPPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen : 31 000. Répertoiré dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le Bulletin est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces classées et un choix d'articles sont reproduits dans le Bulletin interactif, sur le site www.caut.ca.

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PRINTED IN CANADA BY/IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

ON THE WEB

CAUT's annual Tax Guide will not be published in print form this year. A copy of the 1998 guide can be obtained electronically at www.caut.ca or by contacting CAUT.

LETTERS COURRIER

Accounting standards won't hurt universities

I read with interest Kathryn Campbell's commentary in the November *Bulletin* about the detrimental effect a change in accounting standards will bring to the universities. I suspect the case has been misstated or, at least, overstated.

Professor Campbell is correct when she states that "Business people on the Board ... have trouble understanding financial statements ... prepared on a ... fund accounting basis."

Financial statements are difficult to understand not because universities use fund accounting, but because universities, for years, have not bothered to present their financial statements and budgets in a way that allows the users to compare and comprehend just what the universities have done with the monies. The new standards may at least enable the users to receive a set of statements that consolidate all of the university's financial activities into one comprehensive statement.

While I do not wish to appear as an apologist for CAUBO, I must point out that in the initial stages of development of the not-for-profit standards CAUBO vigorously and vehemently opposed the contents of the exposure draft. Contrary to what Professor Campbell reported, CAUBO did challenge their implications.

Professor Campbell contends that depreciating plant and equipment will make institutions appear poorer. This is not necessarily the case. Many universities regularly appropriate amounts from their operating funds to other funds, including the capital fund. These appropriations from the operating fund do make the university appear poorer and are often done so that the operating fund will present a balanced budget. Depreciation expense, to the extent that it replaces part of these appropriations, will not make the universities appear any poorer than they do now.

Universities engage in many profit-oriented activities such as bookstores, residences and food services. As well, not-for-profit organizations, including universities, are in the business of raising funds from various sources: governments, businesses, students, donors, etc. Because plant and equipment wear out and must be replaced, a depreciation charge against the revenues raised by these activities is appropriate.

Professor Campbell also states that "... library holdings [must be written off] over a maximum of five years." In examining the accounting standards, I was not able to find any reference to the depreciation period for library holdings. What the standard does state is that "a capital asset with a limited life should be amortized over its useful life in a rational and systematic manner appropriate to its nature and use by the organization." (CICA Handbook, par. 4430.16)

To date, Canadian universities have not done a good job in reporting their financial or academic accomplishments. It is a sad state of affairs when we can obtain more information about university accomplishments from *Maclean's* than we can from the audited financial statements.

Universities do not need to "cede to accountants the important task of depicting the essence and merits of a university." What universities do need to do is report to their stakeholders what they do and how well they do it on both financial and nonfinancial dimensions. This is already being done in other jurisdictions, particularly in New Zealand and Australia. The universities are not being betrayed by the changing accounting standards and the sky is NOT falling.

MORTON NELSON
Business & Economics, Wilfrid Laurier University

Exploding the Tax-Cut Myths

We Don't Need a General Tax Cut — Just a Fair System

By MURRAY DOBBIN

IT is almost impossible these days to pick up a newspaper or listen to a newscast without reading or hearing the corporate mantra that Canada must lower its taxes to become more competitive. Yet for all the propaganda, the claim that our taxes make us uncompetitive is just dead wrong.

Figures from the Organization for Economic Co-operation and Development for the 29 industrialized countries for 1996 show that Canada is below the OECD average in terms of total tax revenues as a percentage of GDP, with a ranking of 18.

With respect to almost all the taxes that are commonly identified as making Canadian business uncompetitive, we are virtually equal to the United States or lower. Our corporate income taxes are competitive with those in the U.S. and elsewhere. Canadian payroll taxes are about two-thirds of the U.S. rate, and our property taxes are also lower. Only in consumption taxes are we significantly higher.

But Canada's strong competitiveness goes beyond taxation. For three years running, the Canadian accounting firm KPMG has compared cities in the U.S. with those in Canada to determine where it is cheapest to do business. In all these surveys, the cheapest American city was still more costly than the most expensive Canadian location, particularly in labour, electricity and borrowing costs. Canada's competitive advantage would disappear if our dollar rose to 87 cents U.S.

Another KPMG study compared Canada with six other industrialized countries – the U.S., France, Germany, Italy, Sweden and the United Kingdom. Again, Canada was the cheapest location in which to do business.

It's Just Ideology

The call for tax cuts is simply another front in the ideological war on government. Ultimately, slashing taxes means that we will have less revenue for public education, universal medicare, and a modern infrastructure – the very things that make us competitive.

The OECD's figures also demonstrate that Canada has one of the most regressive tax systems. While our highest tax rate is equivalent to the European Union average and slightly higher than the OECD average, our lowest tax rate is much higher than either the EU or OECD average. In other words, our tax system favours the wealthy, who invest their extra income, while it penalizes working Canadians, who spend virtually every extra dollar they earn.

This suggests that what Canada really needs is not an across-the-board tax cut, but genuine reform – a shifting of the tax burden from poor and modest-income Canadians to those who bave been getting more than their fair share of Canada's collective wealth.

The issue of tax reform relates closely to the financial crisis now facing the global economy. For 15 years, governments have been transforming the Canadian economy and society, gearing both for competition in the global economy – an economy it was assumed would always continue to grow.

Paying for Permanent Recession

We are now paying the price for that false assumption. To gear up for this global economy, Canadian governments savaged the domestic economy. They implemented a policy of permanent recession – deliberately high unemployment aimed at dramatically lowering labour costs. This policy, coupled witb slashes to UI and welfare rates, declining real minimum wages, and a huge shift in taxes onto working Canadians, has taken billions of dollars out of the domestic economy.

With the global economy severely weakened, Canadian governments must now devise policies aimed at strengthened the domestic economy – the one we can influence. We can do this by implementing policies of full employment, boosting wages, promoting small and medium-sized businesses, strengthening public services and pursuing progressive tax reform. ■

(Murray Dobbin is an author and broadcaster and a research associate with the B.C. office of the Canadian Centre for Policy Alternatives.)

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Independent Inquiry Needed in Olivieri Scandal

By BILL GRAHAM

When Dr. Nancy Olivieri defied threats of legal action by the powerful drug company Apotex and intimidation by her own hospital administration she was putting the safety of her patients first, above her own safety and her career. Professor Arthur Schafer, director of the centre for professional and applied ethics at the University of Manitoba, has called the dispute at the Hospital for Sick Children "the greatest academic scandal of our time." It involves the most fundamental issues of patient safety, research integrity, academic freedom, and public health versus private, for-profit drug ventures.

The hospital at first tried to avoid the issues, labelling the affair a scientific dispute. When prominent persons, including Nobel Prize Laureate John Polanyi, protested, the hospital set up a tainted review process under the leadership of former University of Manitoba President Arnold Naimark, about whom serious questions of conflict of interest could be raised. It muddied the waters further by allowing Naimark unilaterally to select two associate reviewers after much of the investigatory work had been completed. It consistently refused to accept Dr. Olivieri's suggestions for reviewers and left her with no alternative but to refuse to cooperate with the tainted review. The Naimark report is now released and is woefully inadequate. It does not deserve the stamp of scientific or public credibility.

Throughout the entire scandalous proceedings Dr. Olivieri was left with no legal, professional or moral support from the hospital and the University of Toronto, where she is a professor of pediatrics and head of the haemoglobinopathy program. Despite pleas for help from Olivieri and her close supporters, the two institutions did not provide her with the assistance she needed to defend her academic freedom, research integrity, and the safety of her patients. Indeed, the hospital administration itself engaged in harassment and intimidation, including attempts at constructive dismissal. She continues to be harassed today, as do three of her closest supporters, Dr. Brenda Gallie, Dr. Helen Chan, and Dr. Peter Drurie.

All the while the University of Toronto has been courting the drug company, Apotex, for a donation of between 20 and 30 million dollars. In his report, Professor Schafer wrote, "The crisis of government underfunding appears to be leading even our most famous universities and hospitals to behave as pliable supplicants to corporate sponsors. If eminent public institutions can, at the behest of the pharmaceutical industry, become complicit in the attempt to censor scholarly work, then no scientist in Canada can feel that her academic freedom is secure. And the confidence of patients in the objectivity of scientific research is certain to be put at risk."

Only an independent and unimpeachable inquiry into the scandal at the Hospital for Sick Children and the University of Toronto can restore public and scientific confidence in the two great public institutions. CAUT can and should play a role in establishing a fully independent and external inquiry. ■

L'affaire Olivieri exige une enquête indépendante

Par BILL GRAHAM

Lorsque la Dre Nancy Olivieri a défié les menaces de poursuite de la puissante compagnie pharmaceutique Apotex et les manoeuvres d'intimidation de l'administration de l'hôpital qui l'employait, elle plaçait la sécurité de ses patients avant tout, avant même sa propre sécurité et sa carrière. Le professeur Arthur Shafer, éthicien à l'Université du Manitoba et directeur du Centre for Professional and Applied Ethics de l'université a qualifié le scandale de l'hôpital des enfants malades comme le plus grand scandale de notre temps. Il touche à des enjeux fondamentaux, soit la sécurité des patients, l'intégrité de la recherche, la liberté universitaire ainsi que la santé publique qu'il oppose à des entreprises pharmaceutiques privées, risquées et lucratives.

Au début, l'hôpital a tenté d'éviter les enjeux en considérant l'affaire comme un simple différend scientifique. Lorsque d'éminentes personnalités, notamment le lauréat du prix Nobel John Polanyi, ont protesté, l'hôpital a institué un processus d'évaluation entachè sous la direction de l'ancien recteur de l'Université du Manitoba, Arnold Naimark. Sa nomination pouvait d'ailleurs soulever de sérieuses questions de conflit d'intérêts. Ce processus a davantage brouillé les cartes en permettant à Naimark de choisir unilatéralement deux évaluateurs pour l'assister après qu'une grande partie de l'enquête eut été terminée. Il a continuellement refusé d'accepter les évaluateurs que suggérait la Dre Olivieri. Elle n'a donc pas eu d'autre choix que de refuser de collaborer à cette enquête biaisée. Le rapport Naimark a été rendu public et il est malheureusement insatisfaisant. Il ne mérite pas le sceau de la crédibilité scientifique ou publique.

Tout au long de cette affaire scandaleuse, la Dre Olivieri n'a eu droit à aucun soutien juridique, professionnel et moral de la part de l'hôpital et de l'Université de Toronto où elle est professeure de pédiatrie et directrice du programme d'hémoglobinopathie. Malgré les appels à l'aide de la Dre Olivieri et de ses plus proches alliés, les deux établissements ne lui ont pas fourni le soutien qu'elle demandait pour défendre sa liberté universitaire, l'intégrité de ses recherches et la sécurité de ses patients. De fait, l'administration de l'hôpital l'a intimidée et l'a harcelée et a même tenté de la forcer à démissionner. Elle continue de subir du harcèlement de même que trois de ses plus proches alliés, soit la Dre Brenda Gallie, la Dre Helen Chan et le Dr Peter Drurie.

Pendant tout ce temps, l'Université de Toronto a continué de courtiser la compagnie pharmaceutique Apotex pour un don de 20 à 30 millions de dollars. Dans son rapport, le professeur Arthur Shafer a déclaré que la crise du sous-financement par les gouvernements semblent pousser même nos plus célèbres hôpitaux et universités à supplier les commanditaires privés et à ramper à leur pied. Si, sur l'ordre de l'industrie pharmaceutique, d'éminents établissements publics peuvent devenir complices d'une entreprise tentant de censurer des travaux scientifiques, aucun chercheur canadien ne peut par conséquent avoir la certitude de jouir en toute sécurité de la liberté universitaire. La confiance des patients dans l'objectivité de la recherche scientifique peut certainement être ébranlée.

Seule une enquête indépendante et irréprochable sur le scandale de l'hôpital des enfants malades et de l'Université de Toronto peut rétablir la confiance du public et du milieu scientifique envers ces deux grands établissements publics. L'ACPPU peut et devrait jouer un rôle en lançant une enquête externe entièrement indépendante. ■

NEWSLINE

UPEI Receives Approval to Award Graduate Degrees

The Government of Prince Edward Island will amend the University Act allowing UPEI to grant earned certificates, diplomas and degrees at all levels including graduate and post-graduate programs and honourary degrees.

The Maritime Provinces Higher Education Commission assessed the capacity of the university to offer graduate programs and then evaluated the effects of such programs on other groups. Their decision to recommend the act be amended was also based on a review of the university by Dr Maurice Yeates, former Director of the Ontario Council for Graduate Studies. Standard practice in the Maritimes requires that each proposed new program be reviewed by the MPHEC and, in the case of graduate programs, by external experts before it is approved.

"This is a momentous occasion for the university and the Province of Prince Edward Island because for the first time we will be able to promote the university as a graduate institution," said Minister of Education Chester Gillan. Previously, only the Atlantic Veterinary College could offer graduate programs.

■

New Working Group Focuses on Contract Academics

CAUT will be expanding its work on behalf of part-time, sessional and adjunct faculty through its reconstituted Working Group on Contract Academic Staff. The new chair of the working group, Joan Sherwood (Queen's), convened the working group's first meeting on Dec. 4 in Ottawa.

Over the coming months, the working group will review CAUT policy on contract academic staff, consider appropriate contract language, set research priorities and build awareness of the contract academic staff issues.

Other members of the working group include Linda Paul (Regina), Pat Grassick (Calgary), Ruth Sheeran (Bishop's), Diane Huberman-Arnold (Ottawa) and Gary Tompkins (Regina). The working group's next meeting will be held on March 11, 1999.

■

CAUT Moves to Strengthen International Ties

With the goal of strengthening links with international colleagues in mind, CAUT Council approved an Executive recommendation to join Education International, a worldwide organization of unions and associations of teachers and education and research employees. EI's 23 million members represent all sectors of education from preschool to university, 284 national trade unions and associations, in 148 countries and territories.

In recent years, CAUT's closest international links have been forged through ICUTO (the International Conference of University Teachers' Organizations) – an informal association of about two dozen national professors' associations, most from nations in the developed world. Many ICUTO members have now become members of Education International – believing, as does CAUT, that a broader international association is more effective. Close links will be kept with former ICUTO colleagues. EI has agreed to modify its infrastructure to better meet the needs of its higher education membership component. CAUT intends to play a major role in the international higher education community through its involvement in EI.

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ACTUALITÉS EN BREF

Nouveau groupe de travail sur les professeurs contractuels

L'ACPPU élargira la portée de ses travaux pour les professeurs à temps partiel, les chargés de cours et les professeurs auxiliaires par l'entremise du Groupe de travail sur le personnel universitaire contractuel qui a été reconstitué. La nouvelle présidente, Joan Sherwood (Queen's), a convoqué la première réunion du groupe de travail le 4 décembre à Ottawa

Au cours des prochains mois, le groupe de travail examinera les politiques de l'ACPPU sur le personnel universitaire contractuel, il étudiera les dispositions contractuelles pertinentes, il établira les priorités de recherche et il fera connaître les problèmes touchant le personnel universitaire contractuel.

■

L'ACPPU adhère à l'Internationale de l'éducation

Ayant comme objectif de consolider les liens avec des collègues d'autres pays, le Conseil de l'ACPPU a approuvé une recommandation du Comité de direction d'adhérer à l'Internationale de l'éducation, un organisme regroupant des syndicats, des associations d'enseignants, ainsi que des employés de l'éducation et de la recherche. L'IE compte 23 millions de membres représentant tous les secteurs de l'éducation, du préscolaire à l'université, et 284 associations et syndicats nationaux de 148 pays et territoires.

Ces dernières années, les liens internationaux les plus étroits que l'ACPPU a noués l'ont été par l'intermédiaire de l'ICUTO (International Conference of University Teacher's Organization), une association sans caractère officiel composée d'environ 24 associations nationales de professeurs, dont la plupart proviennent de pays industrialisés. De nombreux membres de l'ICUTO adhèrent maintenant à l'Internationale de l'éducation car ils estiment, à l'instar de l'ACPPU, qu'une association internationale aux vastes assises est plus efficace. L'IE a accepté de modifier son infrastructure afin de mieux répondre aux besoins de ses membres du secteur de l'enseignement postsecondaire. L'ACPPU a l'intention de jouer un rôle prépondérant dans la collectivité internationale de l'enseignement supérieur grâce à sa participation à l'IE.

CORRECTION

Sylvia Jansen's name should have appeared in conjunction with that of Robert Chernomas in the byline of "Dialogue with Membership is Key to Success" (*Bulletin*, December). Ms. Jansen, Executive Director of the University of Manitoba Faculty Association, was a member of the bargaining team, and co-author of the published report.

CONFERENCE REPORT

Examining Bargaining Issues

Conference reveals equity clauses as vital components of any faculty contract.

By JEANETTE LYNES

THE collective bargaining sessions at the 1998 CAUT Status of Women Conference in Regina examined a range of issues including the basics of collective bargaining, a review of equity clauses in existing collective agreements, and future directions for collective bargaining.

Joyce Lorimer, along with Gary Tompkins of the Collective Bargaining and Economic Benefits Committee, covered the basics of collective bargaining. Dr. Lorimer discussed the importance of bargaining in the maintenance of academic freedom and the ongoing challenge of putting in place an inclusive university.

Several key points were emphasized, one being that any bargaining unit will have a diversity of interests. A negotiating team should reflect the diversity of the bargaining unit and relative needs in the group should be balanced so that some relative consensus can be built.

Solidarity within bargaining units is crucial, and to maintain this there should not be groups within an association who feel marginalized. An association with marginalized groups has not achieved solidarity. In order to maintain solidarity during bargaining, the membership needs to be conversant with and supportive of what is going on at the bargaining table.

Marginalized groups need to ensure their issues get on the agenda as priorities, not as simply "throw away" items. The will to keep these issues on the table must come from the membership. It is important to build a network of alliances between groups with agreed mutual objectives. Marginalized groups whose interests have not normally been at the table need to raise their profile within the association before negotiations.

Dr. Lorimer also suggested that when equity issues are being negotiated, it can be an effective strategy to bring people into the room as observers.

A lively brainstorming session on the first day was facilitated by Helen Breslauer. Most of the discussion focused on harassment and support for faculty and students.

Several faculty associations are trying to implement internal policy with respect to co-worker harassment. Procedures for resolving harassment by one member of another member are underdeveloped; the union might consider making the harasser take education, or moving a harrasser to another area of the workplace.

The need for measures to deal with harassment by students of minority faculty was also discussed. Enforcement frameworks are needed. Even when a university appoints a task force on creating a more positive climate, as UNB has, what does this mean in concrete terms?

In terms of support, it was observed there is often insufficient support for students of colour and aboriginal students, and retention rates are a concern. In the area of support for faculty, several universities now offer mentoring programs and/or pre-tenure workshops.

The brainstorming session ended with some suggestions for monitoring equity. These included: joint workshops between administration and faculty associations; publicizing equity issues; monitoring equity; equity education; awareness of equity issues in curricula; harassment officers; performance indicators for equity such as those generated by OCUFA and CAUT; and retention data.

In the session reviewing equity clauses in existing collective agreements, Dr. Lorimer reminded delegates that CAUT has a collective agreement data base.

A collection of equity clauses was distributed, including clauses addressing: nondiscrimination; occupational health and safety; duty to accommodate (e.g. tenure candidates with disabilities may be given extra time); provision for equity assessment and reporting; collection of statistics during hires; same sex spousal benefits; professional rights and responsibilities; leaves; balance between teaching and research.

If equity measures are included in a collective agreement they can be enforced by the union, in contrast to policies unilaterally implemented by the university administration.

On the second afternoon of the conference, Barb Byers and Ina Kagis from the Saskatchewan labour movement spoke on the topic "what future equity clauses should we ask for?" Ms. Byers made the point that bargaining is more than being at the table. She said that members have to be educated and understand the issues. She also emphasized the importance of networking within the broader labour community.

Both speakers sought input from delegates on what the perfectly equitable contract would have to include.

Suggestions included: accommodation for disabled people; benefits and equitable treatment for contract faculty; pay equity; clear criteria for tenure and promotion; same sex benefits; release time for union activities; people hired to do equity work, since faculty can't do everything; careful outline of goals, time limits and processes; good record-keeping and evaluation mechanisms; family-friendly policies; involvement of the association in equity issues around hiring which follow the faculty member through his or her career.

It is clear that incorporating equity language in collective agreements remains an ongoing objective if we want to achieve an inclusive and equitable academy for all. The collective bargaining sessions provided a wealth of information on a multitude of bargaining issues. ■

(Jeanette Lynes is a member of CAUT's Status of Women Committee.)

The CAUT Status of Women Committee is grateful to the speakers and note takers for these sessions.

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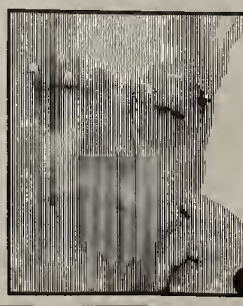
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UNESCO Declaration Puts Academic Freedom at Risk

Powerful international forces seek to replace hard-won definition of academic freedom.

UNDERMINING academic freedom is consistent with the World Bank's proclaimed Reform Agenda which CAUT President Bill Graham first reported on in his coverage of the World Conference on Higher Education held at UNESCO headquarters in Paris, October 5 to 9, 1998. Dr. Graham informed us then that the World Bank agenda is an outright attack on academic freedom, tenure, collegial governance, curricular control by faculty, and faculty organization and unionism. The World Bank proposes radically altering who faculty are, how they behave, the way they are organized, and the way they work and are compensated. Now, as we discover in this report new challenges surfaced at the conference which threaten to undermine the strong statements on academic freedom which were adopted in November 1997 by the UNESCO General Assembly in its "Recommendation Concerning the Status of Higher-Education Teaching Personnel."

A group led by the International Association of Universities wants to weaken those statements because it believes faculty members are too liberal in viewing academic freedom as a right of free expression rather than as a duty "to uphold the balance" between "the spiraling demand for higher education on the one hand, and the globalization of economic, financial and technical change on the other."

A statement produced by the IAU had been received by CAUT in advance of the conference, and CAUT's critical response was sent to the Council of Ministers of Education, Canada in September.

THE 1997 UNESCO Recommendation defined academic freedom as "the right, without constriction by prescribed doctrine, to freedom of teaching and discussions, freedom in carrying out research and disseminating and publishing the results thereof, freedom to express freely their opinion about the institution or system in which they work, freedom from institutional censorship and freedom to participate in professional or representative academic bodies."

In contrast, the World Declaration, adopted in Paris last October states that faculty members and their institutions should enjoy "academic freedom and autonomy conceived as a set of rights and duties, while being fully responsible and accountable to society."

All our attempts to get this statement amended at the world conference were rebuffed, but we did succeed in adding to the section of the document in which it appears the words, "in accordance with the Recommendation concerning the Status of Higher-Education Teaching Personnel."

The motive for refusing to further define academic freedom in the only two documents passed by the world conference, the world declaration and the framework for action, became clear during the thematic debate on academic freedom, university autonomy and social responsibility which was prepared and sponsored by the International Association of Universities based at the UNESCO headquarters in Paris.

The IAU position was presented at the thematic debate by the person chairing, Dr. Justin Thorens, former Rector of the University of Geneva, and Honorary President of the IAU. Dr. Thorens contended that many academics confuse academic freedom with conditions of employment and wrongly emphasize academic freedom as the right of free expression of opinions. This could lead, he said, to a chemistry professor thinking he could give lectures on law. In reality, he continued, academic freedom is given to universities by the state, and it is given as a duty, not a right; as a responsibility to carry out a function for which individual academics should not be sanctioned.

Thorens went on to argue that what is needed is "a new international instrument" on academic freedom to "reexamine" the issue which had been addressed by the UNESCO General Assembly in its recommendation. He asked if that was the sense of those assembled, and received applause from some of the hundreds of delegates who attended the debate. Without allowing for dissent be took the matter as settled. He then unilaterally proclaimed that a small working group would be set up to draft the new "international instrument" on academic freedom, university autonomy and social responsibility. This initiative has now been made a priority for action and was adopted in the world conference *Framework for Action.*

CAUT led the critical attack on the IAU statement on academic freedom, but it was generously and vigorously supported by our sister associations from Quebec, the United States, England, Ireland, Australia, New Zealand, Denmark, Germany, and Poland. We also had the enthusiastic support of Education International, of which CAUT is now a member.

Although we were successful in getting the words "in accordance with the Recommendation concerning Higher-Education Teaching Personnel" added to the call for the new international instrument, the problem remains. There are powerful international forces, including the IAU and the World Bank, which want to weaken and undermine the protections of academic freedom set out in the UNESCO recommendation. Because that recommendation was adopted by the General Assembly in 1997, however, the strategy to undermine the protections of academic freedom will most effectively take the form of introducing yet another definition of academic freedom so as to create ambiguity, division and confusion within UNESCO and the world higher education community.

CAUT's intervention at the thematic debate included the following criticisms of the IAU position paper:

That the IAU Statement,

1. Offers a different definition of academic freedom from the recommendation, and it is divisive for UNESCO to have two inconsistent definitions;

2. Emphasizes research over teaching;

3. Fails to mention the rigbt to "express freely their opinion about the institution or system in whicb they work";

4. Fails to mention the right and freedom "to participate in professional or representative academic bodies";

5. Makes only vague referenees to civil and political rights of faculty members such as are specified in the recommendation;

6. Fails to stress the necessity of shared and collegial governance;

7. Allows national and local governments to participate in setting norms for university work and working conditions, thus limiting the scope of academic freedom;

8. Restricts academic freedom and autonomy to universities, excluding other institutions of higher education as supported by the recommendation;

9. Does not tie academic freedom closely enougb to autonomy to ensure that autonomy is not interpreted so as to limit academic freedom or to prevent serious academic inquiries into the operations of particular institutions or systems. ■

The Recommendation Concerning the Status of Higher-Education Teaching Personnel was the culmination of years of work by CAUT's former Executive Director, Don Savage. For background, see *Bulletin*, November & January 1998.

Flaws Mar Naimark's Review of Sick Kids

IN December, Dr. Arnold Naimark released his review of the Toronto Hospital for Sick Children's treatment of Dr. Nancy Olivieri – the eminent medical researcher who faced legal threats from pharmaceutical company, Apotex Inc., when her research raised questions about the safety of one of its new drugs.

"This report fails to address adequately the fundamental issues of the case," said CAUT President Bill Graham. "It does not explain why the Hospital failed to support Dr. Olivieri against drug company attempts to stifle her research findings."

Graham also said the report failed to deal seriously with Dr. Olivieri's charges that she was subjected to continuous harassment and intimidation by the hospital, including two attempts to constructively dismiss her.

At its November Council meeting, CAUT expressed serious concerns about the nature and process of the Naimark inquiry – demanding that the review be halted and that a truly independent judicial inquiry be set up to investigate this very serious matter. Council referred this case to CAUT's Academic Freedom and Tenure Committee.

The University of Toronto Faculty Association bas launcbed a grievance against the university on bebalf of Dr. Olivieri and three of the colleagues who have most actively defended her, alleging violations of their academic freedom. ■

Defence Fund Nears $10-Million

AT the fall 1998 meeting of the CAUT Defence Fund, trustees learned that the fund was at nearly the $10-million mark, and recovering from the major expenditures during the York University strike a year earlier.

In the last three years there have been five strikes by academic staff at Canadian universities – an increase from the one per year average in the 20 years since the Defence Fund was established. The most recent was in early November at Brandon University. That strike lasted only a few days because of the firm resolve of the faculty association.

Just the day before the Brandon University strike, the University of Manitoba Faculty Association reached a new collective agreement only hours before a strike deadline. In both instances, the faculty associations had the firm backing of the Defence Fund whose trustees had approved strike pay, benefit continuation and a large line of credit.

"The Trustees are confident the Defence Fund's financial support played an important role in assuring the resolve of academic staff members as they faced the prospect of being forced onto picket lines," noted CAUT Defence Fund Chair, Bob Rosebrugh.

The newest association to become a member of the Defence Fund is the University of Western Ontario Faculty Association. Members of UWOFA voted nearly 90 per cent in favour of joining the Defence Fund at a meeting held in mid-September. There are now close to 12,000 unionized Canadian academic staff in Defence Fund member associations. ■

The UBCFA Drive to Organize Sessionals

From PAGE 1

just one class – placing them outside the agreement – increased dramatically. In our view this was done so the university could avoid paying benefits."

The issues of greatest importance to the sessionals are those involving seniority, remuneration, benefits, and having greater participation in the academic affairs of their departments. One of the objectives of the effort to bring all teaching faculty into the association is to end the isolation of many lecturers from the broader university community.

Universities across the country are facing enormous problems in terms of public funding and academic freedom. "The trend of universities seeking more corporate money means we have to be extremely vigilant in defending academic freedom and the public purpose of universities," said Russell. Beyond the issue of working conditions, it is now more important than ever that teaching faculty speak with one voice.

But the bottom line for the association and the sessionals is working conditions. "Our fellow faculty members have been without bargaining power and recognition for far too long. We are confident that era is over," said Russell. ■

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Committee of Inquiry Planned in Thorpe Case

CAUT will form a committee of inquiry to investigate the treatment of Professor Michael Thorpe, formerly of Mount Allison University in Sackville, New Brunswick.

Professor Thorpe, who retired from Mount Allison in 1997 after 23 years, was denied a summer teaching post in the university's department of continuing education by the administration this past winter. In addition, despite a nomination from the university's senate, the administration and board of regents have refused to grant the title of *professor emeritus* to Professor Thorpe. Professor Thorpe has attributed the opposition to his very public criticisms of Mount Allison President Newbould's administration.

"There is still much concern on campus about the treatment of Professor Thorpe, so we are pleased that CAUT will investigate this case," says George De Benedetti, President of Mount Allison Faculty Association.

The composition of the committee and its arrival in Sackville will be announced shortly. ■

Labour Rights in Canada Under Fire

A NEW report on Canada's labour rights shatters the illusion of Canada as a country with a progressive attitude to trade union rights says the International Confederation of Free Trade Unions following the publication of a report released to complement the WTO's trade policy review on Canada.

The report describes a country where federal and provincial governments seem set on rejecting trade union rights at every opportunity. The main infringement of basic union rights by the Canadian government and by many of Canada's provinces centres around their interference in the collective bargaining rights of trade unions in the public sector. They are also inactive in the face of flagrant anti-union discrimination by private companies. The government has also refused to ratify ILO Convention 98 on collective bargaining.

The violation of the collective bargaining rights for public employees began in 1977 with the Public Service Employee Act in Alberta. This trend continued with the passage of legislation by various provinces, including Manitoba, and Ontario, which passed an act in 1997 specifically named "To Prevent Unionisation with respect to Community Participation." The provinces of Alberta, Prince Edward Island and Nova Scotia restrict strikes by public employees. The Conservative government in Ontario bans strikes by hospital workers, having failed to win the passage of far-reaching legislation in 1997 that would have banned all strikes by public-service employees, because of a vigorous union campaign.

Workers in the public sector who provide essential services are not allowed to strike in most provinces either, and the province of Alberta has taken this a step further by broadening "essential services" to include jobs such as gardening. This move, and a similar one in Quebec defining too many services as "essential" bave been rightly criticised by the International Labour Organisation, but the two Provincial governments have ignored ILO recommendations to amend their legislation.

Workers in the private sector also suffer greatly from this anti-union attitude, because employers are in effect free to intervene in union affairs. Employer interference with workers' rights in the retail sector in Alberta makes it virtually impossible for unions to exist. In Ontario, architects', dentists', land surveyors', lawyers' and doctors' trade union rights were taken away with the 1995 Labour Relations and Employment Statute Law Amendments. This legislation also removed the protection of trade union recognition and collective agreements for contract service workers.

The ICFTU says a number of measures have to be taken to establish full respect for basic labour standards in Canada. For a start, Canada should ratify ILO Convention No. 98 on the Right to Collective Bargaining, and also ensure that workers are given these rights by federal and provincial governments. In addition, workers in non-essential services in Alberta, Ontario, Prince Edward Island and Nova Scotia, and in the ports and railways sector need to be given the right to strike.

The ICFTU says that the WTO should remind the Canadian government of the commitments it has made to observe core labour standards, and should also request the ILO to intensify its work with Canada to ensure it brings its legislation into line with the ILO's core labour conventions. ■

Source: ICFTU OnLine. The ICFTU's Canada report can be found at http://www.icftu.org/english/sclause/escl98wtocanada.html.

What is Happening to Our Health Care System?

Caring for Profit: How Corporations Are Taking Over Canada's Health Care System

Colleen Fuller, Ottawa: Canadian Centre for Policy Alternatives and New Star Books, 1998; 256 pp; $19.95 CA.

By PAT ARMSTRONG

THIS book would be frightening enough if Colleen Fuller had focused exclusively on documenting the extent to which Canadian governments are cutting public, non-profit health services while promoting both for-profit care and individual responsibility for illness. But what makes the book even more disturbing is the evidence she presents on the undermining of democracy.

It is no secret that the overwhelming majority of Canadians support their public health care system. Indeed, every government elected in Canada over the past decade has pledged to defend medicare in the recognition that no government could get elected without such a pledge. Even Mike Harris has promised more government involvement in care. As Fuller tells us, those seeking to make a profit in care have recognized that one of the most difficult barriers they face is the widespread faith in a public system or what the Conference Board of Canada despairingly described as the "growth in an entitlement mentality."

Much less well-known are the ways the government practices Fuller identifies serve directly and indirectly, and sometimes deliberately, to privatize the system. This is happening despite strong popular support for public care and in spite of public claims to the contrary. Privatization is not restricted to service delivery, Fuller explains. It extends far beyond particular services to the development of health policy itself.

Corporations are increasingly invited not only to the policy table but also into partnerships with government, partnerships that mean a loss of democratic control, reduced public access, increased costs and more public money going to mainly foreign profits. As Fuller puts it, "a great strength of Canada's publicly funded hospital sector has been the ability of governments to exercise control over priorities, budgets and types of services offered by individual facilities. Increasingly, those priorities, budgets and services are being set by international investors concerned about the rate of return on their ventures."

The corporate interest in changing Canadian attitudes about public care and in privatization of services is not surprising, Fuller explains, given that health care is such a profitable business. Take the example of Columbia/HCA, a corporation with annual revenues greater than those of every province except Ontario and Quebec. Canada offers to these health industries a relatively untapped, and conveniently close and culturally similar, source for huge profits in care. It also offers them a great deal of public money to pay for this care, money that is increasingly under private control.

At the same time, Canadian employers are facing increasing health care costs as governments cut back on services and employees rely more heavily on work-related health benefits. The health industries promise to fill the gap with "managed care" packages that are purported to control costs for employers while ensuring quality care. Employers are attracted in spite of the evidence, as Fuller points out, that U.S. experience challenges this claim of cheaper and better health under managed care plans.

This combination of government withdrawal and corporate initiative means employers outside the health industries may also find privatization attractive, even though Canadian employers have enjoyed a clear competitions edge as a result of medicare. And as employers spend more on care, they have begun to claim a larger role "in the design and operation of these programs." They have also begun to organize around health care policy, and found positive responses in government ranks.

The government attraction to privatization is less obvious. As Fuller makes clear, all the evidence suggests that Canada's system not only makes employers more competitive; it is also more accessible, more efficient and more attractive to Canadians precisely because it has worked much better than the mainly private system to the south.

So why support a move away from public care? Fuller finds much of the explanation for the new government commitment to privatization in the pressure from the large corporations in the health sector and in their potential for enormous profits. According to Fuller, the federal government "has made it a priority to assist the industry in attracting both domestic and foreign investment to finance the growth and concentration of Canadian health companies."

Industry Canada, rather than Health Canada, is taking the lead, stating unequivocally that "Governments have an important role to play in setting the business climate at home" for health industries. Reductions in public care funding create the space, and the demand, for these businesses. At the same time, the federal government is spending the money on the emerging health industries that do not offer public care. In other words, the privatization is subsidized by the same taxpayers who are being denied care.

Fuller goes on to expose other contradictions resulting from these public policies. Instead of moving towards the kind of integration, continuity and cost control that could be possible under a more thoroughly public system, she contends, "we are moving in the opposite direction. Public control over where the health care dollar goes (and for what) is regionalized and fragmented, while the private sector is consolidating and integrating into powerful national and global entities." Similarly, governments have promised both to lower health spending and increase for-profit involvement, processes which Fuller says "appeared to cancel one another out."

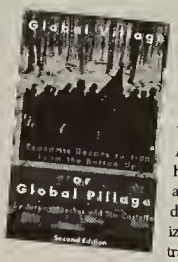
Perhaps the most shocking contradiction Fuller reveals is the promotion of Canada as a site for clinical trials. While many insurance companies in the United States refuse to insure participants, she maintains, Canada's public system means there are no similar constraints on the use of patients as guinea pigs. If the trail fails, patients will be provided with public care.

In her discussion of the federal partnerships in the business of health information technology, Fuller says "It is ironic that our governments are promoting the importance of information to the health and well-being of Canadians but are keeping us in the dark about the implications of corporate control and the option of a strong public role in the collecting and safeguarding of data." Her book sheds light not only on this darkness but on a full, and rather frightening range of other areas where public health care, and democracy, are at risk.

She also thinks it is ironic that as Canadians "are advised to assume more 'personal responsibility' for their health status and health care, they are losing many of the tools necessary to such an undertaking." *Caring for Profit*, however, offers a new tool for all those committed to public care by exposing the processes of privatization that are well underway. ■

(Pat Armstrong teaches in the School of Canadian Studies at Carleton University, and is co-author with Hugh Armstrong of "Universal Health Care: What the United States Can Learn from Canada" and "Wasting Away: The Undermining of Canadian Health Care.")

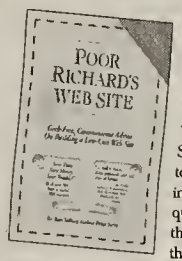
QUICK REVIEWS



Global Village or Global Pillage

Jeremy Brecher & Tim Costello, Cambridge: South End Press, 1998, 260 pp; paper $16 US; cloth $40 US.

A book that was ahead of its time has been brought up to date with a new preface that covers the latest developments in economic globalization including the defeat of "fast track," efforts to halt GATT and MAI, and the Asian economic crisis. In clear, accessible language, Brecher and Costello describe how people around the world have started challenging the New World Economy. From the Zapatistas to students and workers in France to the broad-based anti-NAFTA and anti-GATT coalitions, opposition to economic globalization is becoming a worldwide revolt. *Global Village or Global Pillage* is the best guide available to globalization and how to challenge it.



Poor Richard's Web Site

Peter Kent, Lakewood: Top Floor Publishing, 1998; 448 pp; paper $37.95 US.

Setting up a web site doesn't have to be difficult. This book describes, in plain English, all the steps required to build a web site. While there are hundreds of books about this subject, they all focus on one small aspect of web site creation. The problem, Kent explains, is that the computer press focuses on technologies rather than on needs. *Poor Richard's Web Site,* on the other hand, looks at the problem from the perspective of someone needing to set up a low-cost web site in order to promote a small business, club, professional association, or personal service. The book then goes on to describe the entire process — from deciding whether a web site is really necessary right through to designing and publishing a site that works. The book includes instruction on setting up feedback forms, online ordering, and transaction processing. It even provides advice on web site promotion. Finally, in all of this instruction the presentation remains down-to-earth and easy-to-understand, and avoids much of the jargon popular in today's computer media.

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ACCOMMODATIONS

ACCOUNTANCY

UNIVERSITY OF WATERLOO — School of Accountancy Applications are invited for tenure-track positions at the Assistant or Associate Professor rank from those with teaching and research interests in auditing and attestation, financial accounting, management accounting and information systems, and taxation. PhD or equivalent. The salary range is commensurate with qualifications and experience. Closing date for applications is February 28, 1999 and appointments will be effective July 1, 1999. Send curriculum vitae and arrange for three letters of reference to be sent to Dr. W. Morley Lemon, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

ACCOUNTING

UNIVERSITY OF ALBERTA — Faculty of Business Applications are invited for a full-time tenure track position in accounting, subject to funding beginning July 1, 1999. PhD or equivalent required. Salary and rank (assistant/associate professor level) depend on experience and qualifications. Candidate with research and teaching interests in managerial accounting are especially sought. Competition remains open until the position is filled. Send resumes to: James C. Gaa, Chair, Department of Accounting & MIS, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ANIMAL SCIENCE

UNIVERSITY OF MANITOBA — The Department of Animal Science, Faculty of Agricultural and Food Sciences, University of Manitoba invites applications for a tenure track position as an Assistant Professor to teach and conduct research in Ruminant Nutrition (Dairy Cattle). Qualifications include: a PhD in ruminant nutrition with a good knowledge and understanding of nutrition models and ruminant metabolism; a record of independent research and scholarly publications; a record of or the potential for developing a strong externally sponsored research program in dairy nutrition, demonstrated ability or strong potential for excellence in undergraduate and graduate teaching. Communication and interaction with the Dairy Industry in Manitoba will be expected. The Department of Animal Science is part of the Faculty of Agricultural and Food Sciences which is committed to an interdisciplinary systems approach to both teaching and research. Applicants should be committed to that approach. Salary and rank will be commensurate with qualifications and experience. As of April 1, 1997 the salary range for an Assistant Professor is $40,868 to $62,509 per annum plus benefits. The closing date for applications is February 15, 1999. This appointment is subject to final budgetary approval. The position is to be filled effective July 1, 1999. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications including a curriculum vitae, short statement of teaching philosophy and research interests, reprints of recent publications and the names and addresses (including phone, e-mail address and fax numbers) of three referees should be sent to: Dr. Bill Guenter, Chair, Search Committee, Department of Animal Science, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada. Phone: (204) 474-9334; Fax: (204) 474-7628; E-mail: wguenter@cc.umanitoba.ca For information on the Department of Animal Science and the University of Manitoba, visit our web site at www.umanitoba.ca/faculties/afs/animal_science.

ANTHROPOLOGY

UNIVERSITY OF MANITOBA — The Department of Anthropology at the University of Manitoba, subject to final budgetary approval, invites applications for a full-time tenure-track appointment in biological anthropology at the rank of Assistant Professor. The appointment will commence on 1 July 1999 or soon thereafter. The successful applicant must have a PhD by the time of appointment. Applicants should be capable of supporting the department's undergraduate programme in the biological anthropology of modern and skeletal/fossil populations of human and/or non-human primates, and capable of supporting the department's graduate programme in biomedical anthropology through graduate teaching, supervision and research. Preference will be given to applicants who complement existing strengths in the department and university. Applicants are required to have demonstrated success in teaching and excellence in research. The successful candidate will be expected to attract research funds and carry out an independent research programme leading to peer-reviewed publications. Duties will include undergraduate teaching, graduate teaching and supervision, research and service to the University community. The 1999-2000 range for starting salaries is $41,277-$48,500. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications including a curriculum vitae, short statement of teaching philosophy and research interests, reprints of recent publications and the names and addresses (including phone, e-mail address and fax numbers) of three referees should be sent to: Dr. Bill Guenter, Chair, Search Committee, Department of Animal Science, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada. Phone: (204) 474-9334; Fax: (204) 474-7628; E-mail: wguenter@cc.umanitoba.ca For information on the Department of Animal Science and the University of Manitoba, visit our web site at www.umanitoba.ca/faculties/afs/animal_science.

BIOCHEMISTRY & MOLECULAR BIOLOGY

UNIVERSITY OF BRITISH COLUMBIA — Biochemistry & Molecular Biology A part time research associate is sought to investigate protein-protein interactions between iron binding proteins and their receptors. Candidates require a PhD in a related discipline and experience in molecular biology and protein characterization. The initial appointment is for one year with the possibility of renewal and salary will be commensurate with qualifications and experience. Applications will be accepted until January 31, 1999. Applicants should submit a letter of application and curriculum vitae to Ross MacGillivray, Department of Biochemistry & Molecular Biology, University of British Columbia, 2146 Health Sciences Mall, Vancouver, B.C., V6T 1Z3. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BIOLOGY

UNIVERSITY OF SASKATCHEWAN — Department of Biology, Molecular Plant Pathologist. The University invites applications for a tenure-track position at the level of Assistant Professor for a plant pathologist to conduct research on plant-microbe interactions, commencing July 1, 1999. Special requirements are a PhD in plant pathology or related discipline preferably with teaching experience. The successful candidate must have a strong background in molecular biology and will participate in teaching programs of the Department, including plant pathology and plant-microbe interactions. The successful applicant is expected to develop a dynamic research program and interact on projects that complement current strengths in plant cell and molecular biology within the Department and on campus. This position has been cleared for advertising at the tier-two level. Applications are invited from qualified individuals, regardless of their immigration status. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Send curriculum vitae and the names, addresses and telephone or fax numbers of at least three referees to: Chair, Selection Committee, Department of Biology, University of Saskatchewan, Saskatoon, SK, Canada S7N 5E2. Telephone: (306) 966-4400; fax: (306) 966-4461. The closing date for applications is February 15, 1999. This position as advertised is subject to budgetary approval.

UNIVERSITY OF SASKATCHEWAN — Department of Biology, Plant Taxonomy/Biodiversity. The University invites applications for a faculty position in plant taxonomy/biodiversity at the level of Assistant Professor, commencing July 1, 1999. This is a tenure-track position in the Department of Biology, with a joint appointment in the Department of Plant Sciences. Requirements include a PhD preferably with teaching experience. The successful applicant will be responsible for teaching courses such as introductory plant taxonomy and for curatorship of the W.P. Fraser Herbarium. The successful candidate is expected to develop a dynamic research program and to collaborate with other plant scientists on campus. This position has been cleared for advertising at the tier-two level. Applications are invited from qualified individuals, regardless of their immigration status. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Send curriculum vitae and the names, addresses and telephone or fax numbers of at least three referees to: Chair, Selection Committee, Department of Plant Sciences, University of Saskatchewan, Saskatoon, SK, Canada S7N 5E2. Telephone: (306) 966-4400; fax: (306) 966-4461. The closing date for applications is February 15, 1999. This position as advertised is subject to budgetary approval.

UNIVERSITY OF SASKATCHEWAN — Department of Biology, Plant Taxonomy/Biodiversity. The University invites applications for a faculty position in plant taxonomy/biodiversity at the level of Assistant Professor, commencing July 1, 1999. This is a tenure-track position in the Department of Biology, with a joint appointment in the Department of Plant Sciences. Requirements include a PhD preferably with teaching experience. The successful applicant will be responsible for teaching courses such as introductory plant taxonomy and for curatorship of the W.P. Fraser Herbarium. The successful candidate is expected to develop a dynamic research program and to collaborate with other plant scientists on campus. This position has been cleared for advertising at the tier-two level. Applications are invited from qualified individuals, regardless of their immigration status. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Send curriculum vitae and the names, addresses and telephone or fax numbers of at least three referees to: Chair, Selection Committee, Department of Biology

CAREERS SECTION · SECTION DES CARRIÈRES

programs for managers, including a traditional Executive MBA program and an Executive MBA delivered via videoconferencing. The School is internationally oriented in terms of curricula, research, faculty, and student exchanges, and supports high quality faculty research dealing with issues of interest and relevance to practicing managers. Excellence in teaching and course development is highly valued. The faculty is collegial and engages in interdisciplinary investigation. The School is also embarking on a substantial program of teaching and research activities in Asia. At least one probationary tenure track position, tenured appointment or limited term position in the Global Environment of Business (GEOB) area group is available to begin in July 1999. The successful candidate will teach in a core MBA and/or HBA course that will require expertise in analyzing political, economic, societal and technological forces throughout the world. She or he will demonstrate an ability to relate these forces to country risk and a corporation's competitive advantage. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching. A background in an underlying discipline such as economics (micro or macro), political science, or political economy would be an asset, as would a regional focus supported by a foreign language capability. This position is subject to budget aporoval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their C.V. to Trevor Hunter, Richard Ivey School of Business, The University of Western Ontario, London, ON, Canada N6A 3K7; Phone: 519-661-2141; FAX: 519-661-3959; E-mail: thunter@ivey.uwo.ca; Web site: www.ivey.uwo.ca

BUSINESS & ECONOMICS

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Launer University invites applications for tenure-track positions in the Finance, Management and Organizational Behaviour, Marketing, Operations and Decision Sciences, and Policy Areas commencing July 1, 1999. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. Candidates with teaching and research interests on issues related to the management of high technology firms are endouraged to apply. Qualifications include a PhD or ABD with evidence of strong research and teathing potentiat. The specific areas of expertise sought for the Finance positions are derivatives, corporate finance, and/or insurance; for Management and Organizational Behaviour they are Industrial Relations and/or Human Resource Management for one position and Organizational Behaviour for the other; for Marketing any area will be considered; for Operations and Decision Sciences they are management of technology and/or management Information systems; and for Policy they are strategic management of high technology firms. limited term positions are also available in Accounting (managerial, financial, and/or auditing) and Policy (introductory business). All appointments are subject to budget approval. The School has sixty-live full-time faculty in Business, fifteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is commitmed to employment equity and welcomes aplications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Please direct iplications to: Dr. Robert Ellis, Associate Dean of Business: Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario N2L 3C5.

BUSINESS COMPUTING

THE UNIVERSITY OF WINNIPEG — The Department of Business Computing and Administrative Studies, The Unversity of Winnipeg, invites applitations for a probationary tenure-track position in Business Computing at the rank of Assistant Professor. Subject to budgetary approval, this position is effective July 1, 1999. Salary commensurate with qualifications and experience. Applicants must have earned a PhD in information systems, computer science or a closely related area by the starting date of appointment and must have strong commitment to undergraduate teaching, research and administration. We are particularly interested in individuals with a strong background in systems analysis/design, database systems and object-oriented design. The department offers 3-year and 4-year Arts or Science degrees with a major in Business Computing. This is a growing program and plans are underway for a new teaching facility. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by March 29, 1999, send a curriculum vitae, including three letters of reference and copies of representative publications to: Dr. Sheela Ramanna, Acting Chair, Department of Business Computing and Administrative Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9; Fax: 204-774-4134; email: sramanna@io.uwinnipeg.ca.

CHEMISTRY

UNIVERSITY OF WATERLOO — Chemistry, Search Extended. Faculty Appointment in Inorganic Chemistry. The Department of Chemistry of the University of Waterloo is seeking an individual with demonstrated ability and outstanding potential for excellence in teathing and research for a faculty position in Inorganic Chemistry. Postdoctoral experience, in addition to a PhD in any aspect of Inorganic Chemistry, is essential. It is anticipated that the appointment will be made at the level of Assistant Professor. Inquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal and arrange for three letters of recommendation from professional references to arrive before January 31, 1999. Additional information concerning the department is available at: http://www.science.uwaterloo.ca/chemist/gwc2.html. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

BROCK UNIVERSITY — Physical and Analytical Chemistry. The Department of Chemistry at Brock University invites aplications for two tenure track appointments at the assistant professor level to commence in July, 1999, subject to final budgetary approval. The successful candidates will be expected to establish viable research programmes in the Department. Applicants must have a PhD with strong background in either modern experimental physical, biophysical chemistry or instrumentation-based analytical chemistry. Between them, the two successful candidates are experted to teach courses in physical and analytical chemistry at all levels, and will include a third year level (biotechnology) course on bio-reactor processes and one on bio-physical methods. Both appointees must have research areas that will contribute to a proposed PhD programme in biotechnology Brock is a mid-sized university with an emollment approaching 11,000 students. The Department of Chemistry consists of eleven full-time faculty members plus technical support staff, and offers B.Sc. and M.Sc. degrees. Research is supported by NSERC and several other government agencies. Research equipment includes an ungraded Kratos Concept 1S sector mass spectrometer, Bruker 300 and 200 MHz multinuclear nmr spectrometers for solutions and solids, HP GC/MSD, new PE Optima 3300DV ICP/OES system, research AA's and ICP's, DCPs, FT IRs, GC and HPLC equipment. We hope to add electrospray/APCI ms/ms capability this summer. Research equipment available in the Department of Biological Sciences and the new Cool Climate Oenology and Viticulture Institute (CCOVI) whose building is currently under construction, includes cold rooms, centrifuges, radiation counters, culture and fermentation facilities. Collaboration with CCOVI is possible. For more details on the Department, see http://www.BrockU.CA/chemistry/ as well as the Brock University WEB pages, or contact the Chair, Prof. Jack M. Miller, (905) 688 5550, ext. 3402 or jmiller@spartan.ac.brocku.ca. Applications including a curriculum vitae, the names, telephone and fax numbers or e-mail addresses of three referees, and a detailed research plan should be sent as soon as possible. Candidates can expedite matters by having referees write the department directly. Search Committee Co-ordinator Department of Chemistry Brock University St. Catharines, Ontario L2S 3A1 Canada Consideration of applications will be commencing on Jan. 18th, 1999 and continue until the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply.

SAINT MARY'S UNIVERSITY — The Department of Chemistry, Saint Mary's University, Halifax, invites applications for a tenure-track faculty position in Physical Chemistry at the Assistant Professor level. The successful candidate will possess a PhD and relevant research experience. Teaching responsibilities will include undergraduate courses in physical and/or theoretical chemistry. The successful candidate will be expected to develop an externally funded research program, and an excellent teathing record at the undergraduate level. The position will commence as of September 1, 1999. Letters of application, including curriculum vitae, a statement of research interests and teaching philosophy, and three letters of reference should be sent by February 15, 1999 to: Dr. Adam Piorko, Chair Department of Chemistry Saint Mary's University Halifax, Nova Scotia B3H 3C3 Phone: (902) 420-5655 Fax: (902) 420-5261 email: adam.piorko@stmarys.ca. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is commited to the principles of employment equity. Visit our website http://www.stmarys.ca

DALHOUSIE UNIVERSITY — The Department of Chemistry at Dalhousie University invites applications for a full-time probationary tenure-track position at the rank of Assistant Professor starting July 1, 1999. This appointment will be in the area of physical organic chemistry with strong preference given to candidates with experience in the photochemistry of fast reactions to complement our existing program in this field. Research experience with fast, pulsed lasers is necessary. This position requires a PhD degree, postdoctoral experience preferably, and a proven research track record. The successful candidate will be expected to supervise undergraduate labs at times in physical chemistry, lecture in organic chemistry at the undergraduate and graduate level, and develop a vigorous and creative research program with external funding. Applications should consist of a curriculum vitae, a list of publications, a summary of research interest, a detailed research proposal, and three letters of reference. These should be sent to Professor Russell J. Boyd, Chair, Department of Chemistry, Dalhousie University, Halifax, NS, B3H 4J3. The closing date for receipt of applications is March 1, 1999. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people, and persons with disability. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

CHILD STUDIES

BROCK UNIVERSITY — The Department of Child Studies at Brock University (a large and thriving interdisciplinary department in the Faculty of Social Sciences, about to be re-named the Department of Child and Youth Studies) invites applications for a 10-month limited term appointment at the rank of Assistant Professor effective August 1, 1999, subject to final budgetary approval. A recently completed PhD in a relevant social science discipline is required, together with successful teaching experience and expertise in the area of children and youth with exceptional (diverse) needs. In addition to undergraduate teaching, the successful candidate will be expected to develop an externally funded research program, and an excellent teathing record at the undergraduate level. The position will commence as of September 1, 1999. Letters of application, including curriculum vitae, a statement of research interests and teaching philosophy, and three letters of reference should be sent by February 15, 1999 to: Dr. Adam Piorko, Chair Department of Child Studies, Brock University, St. Catharines, Ontario L2S 3A1. In addition, applicants should submit by March 1, 1999, a letter of application, curriculum vitae and selected reprints or pre-prints of publications to: Dr. Christine Blais, Chair, Department of Child Studies, Brock University, St. Catharines, Ontario L2S 3A1. In addition, applicants should arrange for three letters of reference to be sent to Professor Blais by the stated deadline. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men candidates are especially encouraged to apply.

BROCK UNIVERSITY — The Department of Child Studies at Brock University (a large and thriving interdisciplinary department in the Faculty of Social Sciences, about to be re-named the Department of Child and Youth Studies) invites applications for a probationary (tenure-track) faculty appointment at the rank of Assistant Professor effective July 1, 1999, subject to final budgetary approval. A recently completed PhD in a relevant social science discipline is required, together with successful teathing experience and expertise in the area of the sociology or anthropology of childhood and/or youth. In addition to undergraduate teaching, the successful candidate will be expected to develop a program of independent research and scholarly activity in the person's specific area of expertise and to participate in the affairs of the department. Applicants should submit by March 1, 1999, a letter of application, curriculum vitae and selected reprints or pre-prints of publications to: Dr. Christine Blais, Chair, Department of Child Studies, Brock University, St. Catharines, Ontario L2S 3A1. In addition, applicants should arrange for three letters of reference to be sent to Professor Blais by the stated deadline. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men candidates are especially encouraged to apply.

CLASSICAL STUDIES

WILFRID LAURIER UNIVERSITY — The Department of Archaeology and Classical Studies invites applications for a tenure-track position in Classical Studies (subject to budgetary approval) at the Assistant Professor level. Duties will include undergraduate teaching in Greek and Latin, Greek literature including drama in translation, and mythology. Other teaching areas may include women in the ancient world, Classical civilization, and history. The successful candidate will have a PhD, an established program of research specializing in Classical Greek language and literature, and evidence of excellence in teaching. Appointment effective July 1, 1999. Applications and 3 letters of reference must be received by February 15, 1999. Applicants should send their curriculum vitae, including teaching dossier, and arrange for the forwarding of letters of reference, to Dr. Gerald Schaus, Chair, Department of Archaeology and Classical Studies, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women, aboriginal peoples, visible minorities, and persons with disabilities.

CLINICAL STUDIES

UNIVERSITY OF GUELPH — The Department of Clinical Studies, University of Guelph, is soliciting applications for a tenure track faculty position in Veterinary Anesthesiology at the rank of Assistant Professor commencing July 1999. Applicants must have a D.V.M. or equivalent degree and must be licensed or eligible for licensure to practice in the Province of Ontario. Applicants must be board certified by the American College of Veterinary Anesthesiology. Preference will be given to candidates with an advanced degree, demonstrated research capability and at least 2 years post-residency teaching experience. The salary for this position will be negotiable and commensurate with qualifications. The successful applicant will share undergraduate teaching responsibilities and graduate teaching and advisory responsibilities with two other faculty and one staff veterinarian in the anesthesia section involved with anesthesiology in small and large domestic and exotic animals. The large animal surgery caseload includes orthopedic and soft tissue surgery involving food animals and horses.

McGill

Assistant Professor Chemical Engineering

Applicattons are snvited for a tenure-track appointment as Assistant Professor. The appointee will be expected to particrpate effectively rn teaching at all levels and to develop a vigorous, independent research program. The successful applicant will have interest and expertise in the area of biochemical and environmental engineering. Applicants must have a doctoral degree and be eligible for membership in a professional Order of Engineers. They should demonstrate evidence of outstanding potential for teaching and research. Salary within this academic rank will be commensurate with qualifications. In accordance with Canadran Immigration regulations, priority will be given to Canadian citzens and permanent residents rn Canada. McGill Unrversity is committed to equity in employment. Send résumé, names of three references and elaboration concerning research and teaching interests to

Prof. R.J. Munz, Chair
Chair, Department of Chemical Engineering
McGill University, M.H. Wong Building
3610 University St.
Montreal, Quebec, Canada, H3A 2B2

before **February 28, 1999**. The appointment will be made as soon as possible after the closure date.

INSTRUCTOR
FIRST NATIONS STUDIES

UNBC
University of Northern British Columbia

UNBC opened for full operations in 1994 and currently has more than 3000 students. The core campus is located in Prince George, a city of 75,000 people located in the centre of British Columbia, and there are a number of teaching centres throughout northern B.C. The region is an outdoor enthusiast's paradise: world-class canoeing and kayaking, skiing, fly-fishing and mountain biking are all located minutes from campus.

We currently require a full-time sessional instructor interested in teaching courses in First Nations Studies during the Fall 1999 and Winter 2000 semesters. The first day of classes will be September 7th. You will teach three 3-week division courses each term and all courses will be taught in person at the Quesnel and Williams Lake campuses with distance delivery for students in Fort St. John and Terrace. Some travel to these campuses will be required for face-to-face instruction.

The subject areas to be taught may include: Aboriginal Peoples of Canada, External Relations and Internal Organization of Contemporary Indigenous Peoples, First Nations and Canadian Law, Aboriginal Self-Government, First Nations Culture or Language appropriate to the region (Carrier, Shuswap, Metis).

You must have a relevant graduate degree, PhD preferred, as well as relevant teaching experience.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) by March 1, 1999, to: Dr. Deborah Poff, Vice-President (Academic), University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Telephone: (250) 960-5610 Fax: (250) 960-7300. Inquiries may be made to Dennis Mocknak, Director of Regional Operations & University/College Relations, (250) 960-5584 or Jim McDonald, Chair, First Nations Studies, (250) 960-6688.

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA PARTICULARLY ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

ASSISTANT PROFESSOR
DEPARTMENT OF COMPUTER SCIENCE

The Department of Computer Science at the University of British Columbia is recruiting for one or more tenure-track positions at the rank of Assistant Professor. The Department will consider outstanding applicants over a wide range of areas of Computer Science research.

The Department has particular interest in recruiting in the areas of computational biology, computer architecture, computer graphics, databases, educational technology, human-computer interaction, multimedia, scientific computation and software engineering.

One of the University's highest academic priorities is to continte to grow as a leading centre in Computer Science and outstanding candidates are sought to participate in this effort. Applicants must deinonstrate exceptional research potential and teaching ability. Successful candidates are expected to pursue an active research program, perform both graduate and undergradnate teaching, and supervise graduate students. A PhD or equivalent in Computer Science or related area is required. The positions are available as of July 1, 1999, and salary will be commensurate with experience.

The University of British Columbia is situated on the tip of a peninsula, and is surrounded by beaches, lush green forests, and spectacular views of ocean, mountains and downtown Vancouver. Just 20 minutes away from both downtown and airport, this location enjoys a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city.

Applicants should submit their resume and the names of at least three references to **Nick Pippenger, Chair, Recruiting Committee, Department of Computer Science, University of British Columbia, Vancouver, BC, V6T 1Z4**. Applications will be accepted until **March 1, 1999**. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC lures on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The positions are subject to availability of fnnding.

Concord College
Menno Simons College &
Canadian Mennonite Bible College

have developed **Mennonite College Federation**, a cooperative association of colleges committed to the Biblical faith, and rooted in the Anabaptist/Mennonite tradition. This partnership will lead to the significant expansion of academic programming. Over a period of several years the three colleges expect to hire a number of faculty in a variety of the social sciences, humanities and other areas.

The three colleges invite applications for the following

faculty positions

scheduled to be filled for September, 1999:

Menno Simons College (MSC): three positions in *Conflict Resolution Studies* (CRS)

Canadian Mennonite Bible College (CMBC): one position in *humanities or social sciences*, one position in *Anabaptist studies/Church History*, and one position in *organizational leadership and management*

Concord College (CC): one position in *humanities or social sciences*

Qualifications

- Ph.D., completed or nearly complete (candidates for the CRS positions will be expected to have done graduate work in that discipline)
- commitment to the Christian faith and mission of the college

Please direct applications or inquiries regarding these positions, or similar positions which will open up in the coming years to the following:

MSC: President; Menno Simons College; 380 Spence St.; Winnipeg, MB R3B 2E9 (204) 786-9895; fax: (204) 783-3699; e-mail: george.richert@uwinnipeg.ca

CMBC: Dean; CMBC; 600 Shaftesbury Blvd; Winnipeg, MB R3P 0M4 (204) 888-6781; fax: (204) 831-5675; e-mail: dean@confmenno.ca

CC: Dean, Concord College; 169 Riverton Ave.; Winnipeg, MB R2L 2E5 (204) 669-6583; fax: (204) 663-2468; e-mail:drdyck@concordcollege.mb.ca

CAREERS SECTION · SECTION DES CARRIÈRES

The small animal surgery caseload includes orthopedic, soft tissue and neurosurgery. The deadline for applications will be January 31, 1999 or until the position is filled. Contact Dr. Stephen A. Kruth, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1, 519-824-4120, ext. 4080, by fax 519-767-0311, or email (skruth@ovnet.uoguelph.ca), and provide a current curriculum vitae and the names of at least three referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY — The Department of Communication Studies invites applications for a tenure-track appointment in the area of Sound in Media. Hiring is subject to budgetary approval. Candidates' primary areas of research and teaching should focus on the theoretical and practical applications of sound, including multitrack recording practices, digital applications, and the uses of sound across the audio-visual media. Secondary areas of expertise in Popular Music studies or Cultural Industries analysis would be ideal. Applicants must hold a PhD in Communication Studies or in a cognate field. Related teaching experience and research expertise are essential. In addition, a working knowledge of French is required for participation in the inter-university doctoral program in Communication (Concordia-Université de Montreal - UQAM). Principal responsibilities would include supervision of sound production at the BA level as well as graduate supervision at the Graduate Diploma, MA, and PhD levels. Applications, including a letter of intent, curriculum vitae, and three letters of reference should be sent to Dr. Martin Allor, Chair, Department of Communication Studies, 7141 Sherbrooke St. W., Montreal, Quebec H4B 1R6. The position, at the rank of Assistant Professor, will begin July 15th, 1999. Applications should be sent to the Department by March 1st, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens, and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

BROCK UNIVERSITY — The Communications Studies Program at Brock University invites applications for a one year limited term appointment (with the possibility of renewal for up to two additional years) at the rank of Assistant Professor, effective July 1, 1999, subject to final budgetary approval. A thriving interdisciplinary program (which expects to achieve departmental status in the coming year) with approximately 350 majors, Communications Studies offers undergraduate specialization in four streams: media and culture, communications policy, business communications, and information technology (for more information see http://www.brocku.ca/commstudies). A recently completed PhD in a relevant social science discipline is required, together with teaching experience and expertise in the areas of organizational communication and communications research methods (both quantitative and qualitative). In addition to undergraduate teaching, the successful candidate will be expected to be engaged in independent research and scholarly activities and to participate in the affairs of the Program/Department. Applicants should submit by February 15, 1999, a letter of application accompanied by a curriculum vitae, summaries of teaching evaluations, and selected reprints and pre-prints of published work to: Professor Jeannette Sloniowski, Director, Communications Studies, Brock University, St. Catharines, ON L2S 3A1. In addition, applicants should arrange for three letters of reference to be sent to Professor Sloniowski by the stated deadline. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply.

COMPARATIVE LITERATURE

UNIVERSITY OF ALBERTA — The Faculty of Arts at the University of Alberta is engaged in an extensive process of staff renewal, and is committed to ensuring that the substantial number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on which it prides itself. The Department of Comparative Literature, Religion, and Film/Media Studies, University of Alberta, invites applications for a tenure-track position in the field of Comparative Literature, preferably with an interest in international popular culture, oral traditions, and cultural theory, but we are interested in all promising profiles. Candidates should hold a PhD in Comparative Literature and be prepared to provide evidence of scholarly achievement and of potential for teaching excellence. The appointment will be made at the rank of Assistant Professor, and will begin July 1, 1999. Entry level salary for assistant professors is currently $40,638.

COMPUTER SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Law and the Department of Computer Science invite applications for a full-time tenure track appointment at the rank of Assistant or Associate Professor to begin July 1, 1999. In addition to demonstrated ability in research and teaching, the successful candidate for this position must have expertise related to some or all of: intellectual property, information technology, software systems and development or the regulatory environment surrounding software technology and data. The position also requires demonstrably relevant research. The successful candidate will bring enthusiasm, academic strength, and collaborative abilities to the Faculty of Law and Department of Computer Science. Applications are invited from persons holding an LLM (or equivalent in law) or a PhD in Computer Science (or equivalent). For further information please contact either Dean Eileen Gillese at the Faculty of Law at (519) 679-2111 ext. 8404 or Professor Stephen Watt, Chair, Department of Computer Science at (519) 661-4264. The deadline for receipt of applications is February 1, 1999. Interested candidates should forward and application which outlines their current areas of research, a curriculum vitae and the names and addresses of three academic referees to the Joint Law/CS Appointments Committee, Josephine Spencer Niblett Building, The University of Western Ontario, London, Ontario, N6A 3K7. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, a bonginal persons, and persons with disabilities.

OKANAGAN UNIVERSITY COLLEGE — Computer Science, College Professor, Vernon Centre. Okanagan University College is the post-secondary education institution of choice for south central British Columbia. The only publicly funded university college in the Okanagan-Similkameen, OUC delivers degree, diploma and certificate programs to approximately 7,000 students each year through a network of five campuses. It serves another 30,000 students through continuing education courses. OUC is a dynamic young institution with a mandate to meet the evolving educational needs of the next century. Some of the nation's most highly qualified personnel are attracted to OUC for its record of innovation, the intimacy of the regional communities, and its location in one of Canada's most beautiful four-season playgrounds. The result is a strong academic reputation in the country's post-secondary education industry, and recognition at provincial, national a and international levels for OUC programs and projects. The Department of Computer Science in the Faculty of Science requires a College Professor to teach first year Computer Science courses to students in the Computer Information Systems diploma program, and to students in degree programs. Subjects may include Introductory and Advanced Programming, Digital Logic and Microcomputer Hardware, and Systems Analysis and Design. Platforms include PC, VAX, and Unix workstations. Some travel may be required. Required qualification is a M.Sc. A mixture of industrial and post-secondary teaching experience is preferred. The successful candidate must demonstrate a commitment to excellence in teaching and must be a team player. This is a continuing appointment effective August 3, 1999. This position is subject to budgetary approval. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae and the names, addresses and telephone numbers of three referees by March 15, 1999 to: Competition No. 91FACSE(CB), Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X8. Applications may also be faxed to (250) 862-5475. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

CARLETON UNIVERSITY — School of Computer Science. Applications are invited for one or more tenure track positions at the rank of Assistant Professor in the School of Computer Science of Carleton University, starting July 1, 1999. The School has 22 full-time faculty with particular research strengths in algorithms and complexity, intelligent systems, object-oriented programming, and networked computing. Outstanding candidates in Software Engineering, Operating Systems, and Parallel and Distributed Systems will be considered. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching and supervise graduate students. The School offers both undergraduate honours programs and graduate programs at the Masters and the PhD level. Research activities at the Graduate Level include two recently established National Centres of Excellence, one in Geographic Information Systems and another in Communication Networks. The programs have limited enrolment in order to maintain a high quality research and teaching environment. Prospective faculty can look forward to a dynamic research environment in which collaboration with industry is encouraged. Carleton is located in Ottawa, the capital of Canada and a major center of advanced technology research and development. Salary commensurate with qualifications and experience. Candidates must have a PhD. Send curriculum vitae and names of three referees by mail (not electronically) no later than February 15, 1999, to: Professor Evangelos Kranakis, Director, School of Computer Science, Carleton University, Ottawa, Ontario K1S 5B6. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from these groups are encouraged to apply. These positions are subject to budgetary approval.

UNIVERSITY OF NEW BRUNSWICK — Computer Science. Applications are invited for tenure track appointment(s) at the Assistant Professor level beginning July 1, 1999, pending budgetary approval. Salary will depend upon the qualifications and experience of the successful applicant who is expected to have a PhD degree or be nearing completion of this degree, with evidence of research accomplishments and potential of excellence in teaching. Applicants must be willing to teach at both the undergraduate and graduate levels with preference being given for persons interested in one or more of the following areas: Database/Information Systems; Multimedia Systems; Distributed Computing; Software Engineering; Operating Systems; Computer Graphics. All areas will be considered. Applicants must be prepared to actively pursue research and supervise graduate students. Those who have an interest in being cross-appointed in another academic unit are especially encouraged to apply. The Faculty offers the BCS, MCS and PhD degrees and has 23 faculty positions with 700 undergraduates and 60 graduate students. The University of New Brunswick is committed to the principle of Employment Equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please direct all inquiries to: Dr. Jane M. Fritz, Dean, Faculty of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3; Phone: (506) 453-4566; Fax: (506) 453-3566; E-mail: jane@unb.ca. Applications will be accepted until the position is filled.

YORK UNIVERSITY — The Department of Computer Science at York University invites applications for multiple tenure-track positions, available in all areas and at all levels. Appointments are to commence July 1, 1999. Junior candidates should hold a PhD in Computer Science. The ability to teach graduate and undergraduate courses and conduct research in major areas of computes science is critical. For senior positions, a demonstrated outstanding record of research, teaching and service in Computer Science is essential. Applications, including a curriculum vitae and a lst of publications, should be sent to: Prof. Michael Jenkin, Search Committee Chair, Department of Computer Science, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Candidates are asked to arrange to have three letters of reference sent directly to the above address. The deadline for applications is January 15, 1999. The Department of Computer Science at York University currently has 28 faculty members, and is in the process of moving to a new building with increased research, teaching and faculty space. The Department offers a full range of graduate and undergraduate programs, including a PhD program. York University is the third largest university in Canada. It is located in the heart of the Greater Toronto Area, and is within easy reach of downtown Toronto. For more information concerning the department see (http://www.cs.yorku.ca). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is diverted to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — Department of Computer Science. The University of Waterloo invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being the leader in Computer Science education and home to a diverse research program of international stature. Because of its recognized strengths and breadth, the Department is able to attract extremely well-qualified students at both undergraduate and graduate levels; these students contribute extensively to the Department's vitality. Priority will be given to candidates with extensive experience in designing, implementing, and evaluating practical software systems, and especially those with expertise in distributed systems, network computing, programming languages, software engineering, or database systems. Other successful candidates may have teaching and research expertise in those fields more broadly or in artifinal intelligence, computer graphics, data structures design, or design tools and methods. Successful applicants will be experted to develop and maintain a productive research program, to attract and develop highly valued graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Candidates at all levels of experience are encouraged to apply. Rank and safary will be commensura te with experience. With over 40 full-time faculty members, including six new appointments in 1998, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-op program in North America. The Department has an excellent reputation in pure and applied research. For further information about the Department, please see http://math.uwaterloo.ca/CS_Dept/. Applications should include a curriculum vitae and the names and e-mail addresses of at least three references. The application should be directed to the Chair: Professor Nick Cercone. Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 1999 calendar year. The Department will begin to consider applications in November 1998; applications will be considered as soon as they are complete and until February 28, 1999 as long as positions remain available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subjers to the availability of funds.

YORK UNIVERSITY — The Department of Computer Science at Glendon College, York University, invites applications for a tenure-track position at the rank of Assistant, Associate or Full Professor. This position is subject to budgetary approval by the University. Candidates should possess a PhD in Computer Science, or equivalent, with a concentration in one of the following areas: hardware and software systems (networking, architecture, software engineering, databases) and computational linguistics, but excellent candidates for other areas of computer science are encouraged to apply. Candidates will be expected to do most of their teaching in French as well as in English, and conduct research in both English and French. Duties will include teaching at the undergraduate level with some possibility of graduate teaching, research and administrative responsibilities. Preference will be given to candidates with proven teaching experience, a strong research program and the ability to contribute effectively to the York graduate program in computer science. Salary is in accordance with the collective agreement and experience. Applications, including a curriculum vitae and the names of three referees should be sent to: Dr. Eugene Roventa, Chair, Department of Computer Science, Glendon College, York University, 2275 Bayview Ave., Toronto, Ontario M4N 3M6. Date of appointment: July 1, 1999. Deadline for applications: February 15, 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY — The Department of Computer Science invites applications for a tenure-track faculty position at the Assistant or Associate Professor rank commencing June 1, 1999, in the general area of Information Systems.

R Y E R S O N P O L Y T E C H N I C U N I V E R S I T Y

Canada's leading university for applied, undergraduate education with 37 career-oriented programs.
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FACULTY OF COMMUNITY SERVICES

1999 Tenure-Track Appointments

The Faculty of Community Services includes nine schools: Child and Youth Care, Early Childhood Education, Environmental Health, Health Services Management, Midwifery, Nursing, Nutrition, Social Work, and Urban and Regional Planning. (A tenth school, Disability Studies, is scheduled to begin in the Fall of 1999.) Together, these schools, with a full-time tenured faculty complement of 85, provide undergraduate degree programs to a very diverse student population of 2,500 full-time and 1,000 part-time students. Our programs enjoy a very positive reputation and are noted for innovative teaching and a strong emphasis on experiential learning. The Faculty provides a supportive environment to faculty engaged in a variety of scholarly, research and creative activities. It includes two Faculty-based research centres and looks forward to future involvement in graduate studies. Currently, we are seeking tenure-track faculty in the following Schools. Appointments will generally be at the Assistant Professor level, but may be at the Associate Professor level for qualified candidates. All positions are subject to final budgetary approval.

School of Social Work

The School is an accredited university-based, student and community-focused professional school offering a four-year program of studies leading to the BSW degree. We are dedicated to enhancing the diversity of our faculty and invite applications for **two faculty appointments**, effective August 1, 1999. Our mission is to prepare graduates for social work with populations disadvantaged by social inequities and life circumstances, and to provide leadership and innovation in social work education through teaching, scholarship, research and community service. Our core values affirm the human dignity and the social equality of all people. We educate about barriers to equality, are committed to learning environments that respect human and cultural diversity, and seek to address the causes of oppression and to work with populations and communities that experience poverty, exploitation and domination. A doctorate in social work or a related field is preferred. Candidates must have a capacity to work across human diversity with vulnerable populations, a commitment to teaching excellence at the undergraduate level, and the capability to contribute to collaborative community research and undertake new community research that builds knowledge for progressive social work education and practice. For one position, we specifically seek an individual with a research program and undergraduate teaching record in the areas of children, youth and families, incorporating structural perspectives and anti-oppression and empowerment social work practice. Applicants should submit a curriculum vitæ, three letters of reference and a letter outlining teaching, research and professional expertise relevant to the positions, by January 22, 1999, to: Susan Silver, Director, School of Social Work.

School of Urban and Regional Planning

The School invites applications for **two faculty appointments**, effective August 1, 1999, in the areas of land use planning and design. The following areas of expertise are also of interest: environmental planning, urban history and futures, participatory and conflict resolution practices, transportation, and research methods including information technology. The School offers an undergraduate degree and has been prominent in educating professional planners for 30 years. Its downtown Toronto location offers extensive opportunities for engaging in diverse types of urban and regional research. Our scholarly, research and creative activity in the School and the University is dedicated to urban vitality. Successful candidates must be able to teach in at least two areas each, and demonstrate a high level of competence in: (1) using various teaching modes including studios, supervision of individual and group projects, and lectures; (2) illustrating best and current practices in urban planning; (3) conducting planning research; and (4) connecting current planning to issues of race, class, gender, and social justice. Applicants should hold a degree in planning and a doctoral degree, have recent planning experience, and demonstrate clear potential for high-quality research, publication, teaching and practice. Membership in the Canadian Institute of Planners or equivalent professional organization is expected. Applicants should submit their curriculum vitæ with a letter stating research and teaching interests, a sample of their work, and the names and addresses of three referees, by January 22, 1999, to: Beth Moore Milroy, Director, School of Urban and Regional Planning.

School of Child and Youth Care

The School offers a degree-completion program to experienced practitioners who hold a three-year diploma in Child and Youth Work from an Ontario College of Applied Arts and Technology. The Child and Youth Care program builds on this academic and work experience, admitting students to year three of a four-year degree. Professional core courses focus on the therapeutic and organizational aspects of the field and emphasize the role of research in professional practice. The School invites applications for **one faculty appointment**, effective August 1, 1999. Candidates must be prepared at the doctoral or doctoral candidacy level, in a relevant discipline, as well as having undergraduate teaching experience and a demonstrated research interest in Child Welfare and/or Children's Mental Health. Evidence of a dedication to the development of Child and Youth Care as a profession would be an asset. This position will involve a cross-appointment with the School of Social Work. Applicants should submit their curriculum vitæ by February 28, 1999, to: Francis Hare, Director, School of Child and Youth Care.

School of Nursing

The School is a leader in undergraduate nursing education and offers accredited basic and post-RN programs leading to a Bachelor of Science in Nursing (BScN). We offer, as well, a Nurse Practitioner program. The School is committed to preparing nurses who are responsive to a changing health-care environment and the subsequent changes in nursing roles and functions. We invite applications for **two faculty appointments**, from individuals with experience and expertise in Community Nursing and Medical-Surgical Clinical Nursing, to teach in a baccalaureate nursing program while maintaining an active research agenda. These positions would be effective August 1, 1999. Candidates must have current Registered Nurse status and be prepared at the doctoral or doctoral candidacy level. Applicants should submit their curriculum vitæ by January 22, 1999, to: Kileen Tucker-Scott, Director, School of Nursing.

School of Early Childhood Education

The School invites applications for **one faculty appointment**, effective August 1, 1999. The School provides a four-year degree program for students interested in careers working with children and families in a variety of settings, e.g., schools, child care centres, hospitals, and family support programs. As resources for teaching and research, the School has a child care centre with innovative multi-age programming and a family resource centre which provides leadership in family supports and community development research and practice. The successful candidate is expected to hold a PhD or EdD in an area related to human development and family/diversity, and to have had experience in the early childhood education field. The individual should have extensive teaching experience at the university level, a proven track record in research and publication related to early childhood education. Applicants should submit their curriculum vitæ by February 28, 1999, to: June Pollard, Director, School of Early Childhood Education.

ALL APPLICATIONS should be sent to the following address: Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario, M5B 2K3.

Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified applicants, including women, Aboriginal peoples, persons with disabilities and visible minorities. In accordance with Section 14 of the Human Rights Code, special consideration will be given to female applicants in one of two positions in the School of Urban and Regional Planning. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

RYERSON

CAREERS SECTION · SECTION DES CARRIÈRES

The Department has a strong undergraduate option in information systems that admits more than 40 students every year. The established strengths of the faculty members in this general area include databases, human-computer interfaces, machine intelligence, real-time systems and networks. We are particularly interested in candidates whose expertise includes one or more of the following: information systems design, information systems security, human-computer interfaces, multimedia systems design, databases, and intranet/internet-based information systems (including the processing and integration of knowledge from different sources, domains and non-text media). Applicants should have a PhD degree in computer science or a related field with a good and relevant publication record. A candidate at the assistant professor level is expected to have strong interest and ability to teach effectively at the Bachelors, Masters and PhD levels. At the associate professor level, demonstrated excellence in both research and teaching are required. Included in the responsibilities of the successful candidates are participation in the development of courses and laboratories, supervision of graduate students, and the pursuit of external research funding. Industrial collaboration and technology transfer. The Department houses approximately 700 undergraduates and 200 graduate students. Its activities are supported by approximately 29 full time faculty and 15 staff members. The Department has established a research centre, CENPARMI (Centre for Pattern Recognition and Machine Intelligence) with a specialization in pattern recognition and related expert-systems research. The Department is also involved in two inter-university research centres in mathematical computing and in VLSI architectures. Several members participate in the Network of Centres of Excellence (for example, CITR and IRIS). To promote the development of new faculty members, the university has the FRDP program to provide seed grants for research in the beginning years. There are excellent opportunities of external funding from both government research agencies (NSERC and FCAR) and industries. Concordia University is located in Montreal, a dynamic and vibrant city that has an exciting cultural diversity. Montreal has a flourishing software industry with particular strengths in telecommunications, simulation, multimedia and aerospace. Although the primary language of instruction is English, proficiency in French will be considered an asset. Interested applicants should arrange to send a detailed curriculum vitae, a list of publications, and at least three references to: Dr. H.F. Li, Chair, Department of Computer Science, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec, H3G 1M8, Canada, Phone: (514) 848-3001; Fax: (514) 848-2830; e-mail: hiring@cs.concordia.ca, Website: www.cs.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

LAURENTIAN UNIVERSITY is seeking to expand its current teaching programs in Computer Science, which will include a summer co-op placement program beginning in the summer of 1999. Applications are invited for a tenure-track position to begin July 1, 1999, subject to budgetary approval. Candidates should have a Ph.D. in Computer Science and a proven research record or evidence of research potential. Candidates from all specialisations of Computer Science are encouage to apply, however preference will be given to applicants in the areas of software engineering, database systems, operating systems and computer networks. While teaching duties for this position will be in English, in accordance with the University's Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure. The University offers free second language courses to its employees. Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Candidates should forward a curriculum vitae and have three letters of reference sent to: Dr. Les Davison, Chair, Department of Mathematics and Computer Science, Laurentian University, Sudbury, Ontario, Canada P3E 2C6 or by electronic mail to lesbothe@cs.laurentian.ca. Our departmental web address is http://www.laurentian.ca/www/math. Letters of application, CV's including all university transcripts, and letters from three referees should be sent by March 15, 1999 to Dr. George Lang, Acting Chair, Department of Comparative Literature, Religion and Film/Media Studies, University of Alberta, Edmonton, Alberta, T6G 2E6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITÉ YORK — Le Département d'informatique du College universitaire Glendon de l'Université York sollicite des candidatures pour un poste menant à la permanence, au rang de professeur(e) adjoint(e), professeur(e) agrégé(e) ou professeur(e) titulaire. La création de ce poste est liée à l'autorisation budgétaire de l'Université. Les candidates et candidats doivent détenir un doctorat en informatique ou l'équivalent, avec spécialisation dans un des domaines suivants: systèmes de matériel et de logiciels (réseaux, architecture, ingénierie du logiciel, bases de données) et informatique linguistique. On encourage cependant toute candidature de haut niveau dans un autre domaine. La personne sélectionnée devra enseigner principalement en français, et éventuellement en anglais, et effectuer ses travaux de recherche aussi bien en français qu'en anglais. Les fonctions comprennent l'enseignement au niveau du 1er cycle, et éventuellement des 2e et 3e cycles, la recherche et les tâches administratives. On accordera la préférence aux personnes disposant d'une bonne expérience de l'enseignement, d'un solide programme de recherche et des compétences nécessaires pour contribuer activement au programme d'études supérieures en informatique de l'Université York. Le salaire sera fixé en fonction de la convention collective et de l'expérience acquise. Les candidates et candidats sont priés de faire parvenir une lettre de candidature, leur curriculum vitae et le nom de trois personnes en référence à Eugène Roventa, Directeur du département d'informatique, Collège universitaire Glendon, Université York, 2275 avenue Bayview, Toronto, Ontario M4N 3M6. Date d'entrée en fonction: le 1er juillet 1999. Date limite de candidature: le 15 février 1999. L'Université York souscrit au principe d'équité en matière d'emploi, et notamment aux mesures d'action positive envers les femmes. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

COMPUTING

WILFRID LAURIER UNIVERSITY — Department of Physics and Computing invites applications for two tenure-track faculty positions in Computing. Degree programs offered by the Department encompass a unique mix of computer hardware and software courses. Candidates from all areas of Computer Science and Computer Engineering are encouraged to apply, but we are particularly interested in the following specializations: Database, software engineering, human-computer interaction, networks, embedded systems and architecture. In addition, the Department collaborates with the School of Business and Economics in offering a double degree program in Computing and Business. Applicants with expertise in information systems are also highly welcome. The candidate should have a PhD degree (completed or near completion) in Computer Science, Computer Engineering, or closely related fields, with a strong commitment to active research and excellent teaching. The Department is currently enjoying a period of rapid growth. We expect to continue expanding our faculty complement during the next few years. Appointments are effective July 1, 1999, and the application deadline is March 1, 1999. Late applicants will probably be considered for future appointments. Applicants should submit a curriculum vitae and the names (with positions, affiliations and addresses) of three referees to Dr. John Lit, Chair, Department of Physics and Computing, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. Electronic submissions could be sent to jlit@machat.wlu.ca. All positions are subject to budgetary approval. A smoke-free working environment is provided. Our university is situated within the heart of the high-tech "golden triangle" region of Ontario. The University is committed to employment equity, and encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. For more information on the Department, please visit our world wide web page at http://www.wlu.ca/~wwwphysconp/.

COMPUTING & INFORMATION SCIENCE

UNIVERSITY OF GUELPH — The Department of Computing and Information Science at the University of Guelph is seeking applications for three tenure-track appointments at the Assistant/Associate Professor level in support of its programs in Applied Software Systems Development. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in applied Computing Science. Candidates with proven research abilities, clear teaching potential and a PhD in Computing Sciences are encouraged to apply. Qualified applicants in other related areas may also be considered, especially those with substantial industrial experience. The successful applicants are expected to conduct research in some aspects of software systems such as Software Engineering, Distributed Systems, Expert Systems, Operating Systems, Compiler Construction, Object-Oriented Methodologies, Neural Networks, Genetic Algorithms, Pattern Recognition, Databases, etc. Teaching Duties will include teaching in two or more of the following areas: Software Development, Operating Systems, Compiler Construction, Object-Oriented Methodologies, Distributed Systems, Information Structures and Algorithms. Graduate student teaching in support of the MSc. program is also expected in the area of specialization. These appointments will commence September 1, 1999, or as soon as possible thereafter. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae, and three reference contact names should be forwarded to: Dr. J.G. Linders, Chair, Department of Computing and Information Science, University of Guelph, Guelph, Ontario N1G 2W1. Closing date for applications: February 26, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

COMPUTING SCIENCE

SIMON FRASER UNIVERSITY — School of Computing Science. Applications are invited for two tenure-track positions at the Assistant Professor level. A PhD in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching. The ideal candidate will have demonstrated research expertise in a systems area, such as software engineering, graphics, multimedia systems, database systems, distributed systems or networking. However outstanding candidates in all areas and at all levels will be considered. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Excellent support will be provided to the successful applicants for establishing their research programs. As well, researchers in advanced systems will be eligible for fellowships in the B.C. Advanced Systems Institute (see http://www.asi.bc.ca/asi/programs/funding/descript.html). The School of Computing Science has 33 faculty members, and offers an expanding graduate program with over 100 M.Sc. and PhD students. The School has state-of-the art computer equipment with excellent network support. There are well-equipped research laboratories in areas including algorithms, artrifical intelligence, graphics and multimedia, and database systems. As well, the School has strong links with the university's Centre for Systems Science, the B.C. Advanced Systems Institute, and local industry. Simon Fraser University serves about 18,000 students. The university has been ranked first in the Comprehensive category for the second year running in a national ranking of Canadian universities carried out by Maclean's Magazine. The university is situated on top of Burnaby Mountain just east of Vancouver and commands magnificent views of Burrard Inlet, the North Shore Mountains, the Fraser River, and Vancouver harbour. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and varied recreational opportunities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the position is filled; January 31, 1999 may be taken as a practical cutoff. For updated information see http://www.cs.sfu.ca/. To apply, send a curriculum vitae, evidence of research productivity (including selected reprints), and the names, addresses and phone numbers of three referees to: Dr. James P. Delgrande, Director School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6; email: cs-chair@cs.sfu.ca.

SIMON FRASER UNIVERSITY — School of Computing Science Applications are invited for a Lecturer position in the School of Computing Science. A M.Sc. in Computing Science is required, with a PhD strongly preferred. The ideal candidate will have a strong commitment to excellence in teaching, demonstrated teathing ability, excellent communication skills, and will be able to teach a variety of undergraduate courses. Duties will include a normal teaching load of six courses in three semesters. There will be the opportunity to participate in curriculum and program development, with a reduction in teaching load to compensate. The successful candidate will be expected to participate in general School committee work. University policies governing the position may be found at http://www.sfu.ca/policies/academida/a12-01.htm. Simon Fraser University is situated on top of Burnaby Mountain, just east of Vancouver, and serves about 18,000 students. The School graduates over 100 majors in Computing Science each year. As well it offers an honours program, and various joint honours and majors degree programs. The School provides two undergraduate specialist programs, in multimedia computing and software engineering. The university runs on a year-round, trimester system, allowing for an extensive cooperative education system. Simon Fraser University has been ranked first in the Comprehensive category for the second year running in a national ranking of Canadian universities carried out by Maclean's Magazine. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the position is filled; January 31, 1999 may be taken as a practical cutoff. For updated information see http://www.cs.sfu.ca/. To apply, send a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. James P. Delgrande, Director School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6; email: cs-chair@cs.sfu.ca.

CRIMINOLOGY

UNIVERSITY OF MANITOBA — The Department of Sociology at The University of Manitoba is committed to excellence in teaching and research. It offers undergraduate programs in Sociology and Criminology and has M.A. and PhD programs. The Department is pleased to invite applications for a full-time probationary appointment, subject to budgetary approval, at the Instructor I rank for the position of Criminology Field Research Coordinator. The appointment will begin on July 1, 1999. The successful candidate must have a M.A. degree by the commencement of the appointment preferably with a specialization in the area of Criminology. Knowledge of, and experience in, the Manitoba Criminal Justice System is essential, and experience in the justice systems of other provinces is highly desirable. The successful candidate will be responsible for all aspects of the Department of Sociology's Criminology Field Research course. This full course is an integral part of the Criminology Major Program and is designed to provide students the opportunity to gain relevant supervised research experience within the criminal justice system. It is the responsibility of the incumbent to locate suitable field placements in various agencies and organizations, to asset students in gaining ethical approval of their research projects, to monitor, supervise and support them while carrying out their research projects, and to assist them in developing their porter presentations and final research reports. The incumbent will have additional administrative responsibilities including a speaker series, a career employment symposium, undergraduate student advising, and special assignments with the Department's Criminology Research Centre. The 1998-99 salary range for the position is $31,746 - $36,578. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Application, a curriculum vitae, and three letters of reference should be sent to Dr. Rodney Kueneman, Head, Department of Sociology, 346 Isbister Building, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. Closing date for applications is January 18, 1999.

SAINT MARY'S UNIVERSITY — The Department of Sociology, Saint Mary's University, Halifax, invites applications for a tenure-track probationary position at the Assistant or Associate Professor level commencing September 1, 1999. The successful candidate should have a PhD, or be near completion and a strong record of research and undergraduate teaching. The Department has a preference for scholars with a strong background in international development. Substantive areas are open but candidates should have a demonstrated capacity to teach core introductory methods or theory courses in sociology. Applicants are asked to submit a curriculum vitae, an example of recent work, and arrange for three letters of reference to be sent directly to: Dr. Madine VanderPlaat, Hiring Committee Chairperson Department of Sociology Saint Mary's University Halifax, Nova Scotia B3H 3C3 Applicants are responsible for ensuring that their file, including letters of reference, are complete. Closing date for applications is February 15, 1999. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website http://www.stmarys.ca

UNIVERSITY OF ALBERTA — The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on which it prides itself. The Department of Sociology is committed to consolidating Criminology as an area of strength within the department. We invite applications for two positions in any field of Criminology, one at the Senior Associate/Full Professor level and one at the Assistant Professor level, starting July 1, 1999. The floor levels of the relevant salary ranges, effective for the 1999/2000 university term, are: Assistant Professor $42,054, Associate Professor $52,246, Full Professor $65,044 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a letter of application, curriculum vitae, and any other supporting materials, and arrange for three confidential letters of reference to be sent to: Dr. Derek Sayer, Chair, Criminology Search Committee, Department of Sociology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4, to arrive no later than February 15, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CULTURAL STUDIES

YORK UNIVERSITY — The Fine Arts Cultural Studies Programme is interdisciplinary and multidisciplinary, permitting studies in both academic and studio areas in all the fine arts disciplines: dance, film and video, music, visual arts and theatre. The emphasis is on the study of cultural, critical and historical issues in the arts. The aim is to create an environment of creative and innovative thinking and practice directed at extending the frontiers of the study and practice of the fine arts in contemporary society. The Fine Arts Cultural Studies Programme invites applications for a tenure track position at the Assistant/Associate Professor level, effective July 1, 1999, responsible for the study of the major conceptions of the aesthetic experience, the nature and function of art, its origins and social role. The Programme is looking for the widest range of suitably qualified candidates in areas that include but are not limited to the interdisciplinary study of arts and ideas; arts, societies, histories; arts and cultures; and contemporary issues in the arts. Applicants should have a completed PhD and a strong record of experience in one or more the fine art disciplines or in another field with close affinities to current thinking and practice of the fine arts in an interdisciplinary environment. Examples include but are not limited to one or more of the fine art disciplines, arts and cultural history, cultural studies, and interdisciplinary studies. The successful applicant will have a strong record of teaching experience, including large classes, a record of publications and conference papers and a well formulated new or ongoing research program. The successful candidate will be expected to contribute through their research and publications to the national and international discourse and to teach history, theory and criticism as it relates to the interdisciplinary study of the fine arts. An interest in exploring and developing the delivery of teaching through new technologies, and a demonstrated practice of interdisciplinary research and teaching large classes will be viewed as positive assets. Applicants for this position must send the following material: a CV; three letters of reference; evidence of teaching effectiveness; copies of recent publications and conference papers; a proposed program of research; an outline of curriculum planning covering undergraduate courses for the study of arts and ideas; arts, societies and histories; arts and cultures; and contemporary issues in the arts. Application deadline: January 31st, 1999 and subject to budgetary approval. Application should be sent to: Professor Joy Cohnstaedt, Coordinator, Fine Arts Cultural Studies, Faculty of Fine Arts, 281 Winters College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DANCE

CONCORDIA UNIVERSITY — The Contemporary Dance Department, Faculty of Fine Arts invites applications for a Full-time, Tenure Track Appointment at the rank of Assistant Professor, commencing June 1st, 1999. The mission of the department concentrates on each student's creative and technical potential for choreography and performance. The BFA program also includes courses in acting, music, dance traditions and the visual arts. Applicants should have the following qualifications: a Master Degree or equivalent; a minimum of five years teaching experience in contemporary dance at the professional and/or university level. Experience and practical knowledge to teach the following subjects: Choreography, the Creative Process in Dance and Technical training for Contemporary dance; Sound/ Musical training for Dance; Movement for Actors is considered an asset. Experience in pre-production and stage production in Dance, as well as an active involvement in research and creative work. Fluency in French and English are required. In order to contribute to curriculum development and department productions, the candidate should have an understanding of new technology: video and sound recording and editing, as it

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Memorial
University of Newfoundland

FACULTY POSITIONS — *Sir Wilfred Grenfell College*

Sir Wilfred Grenfell College is a small (1100 students) Liberal Arts and Science institution and a campus of Memorial University of Newfoundland. Our emphasis is on teaching excellence in multi- and interdisciplinary programmes leading to four-year Bachelor's degrees in Arts (cognitive studies, English, environmental studies, historical studies, and psychology), Fine Arts (theatre and visual arts), Science (environmental science), and Nursing. Visit our website: www.swgc.mun.ca.

The College is located in the City of Corner Brook on Newfoundland's West coast. Corner Brook (population 22,000) has excellent recreational and cultural facilities, and overlooks the Bay of Islands, affording a spectacular view of the Blomidon Mountains. The City is some 80 kilometers from Gros Morna National Park and 10 kilometers from the Marble Mountain downhill ski resort.

The College seeks applications for the following probationary (tenure track) and term appointments. Except where specified these positions require the completion or near completion of a PhD. Appointments will be made at the Lecturer or Assistant Professor rank. Appointments will commence September 1, 1999.

ARTS

English *Probationary / Tenure Track*
Modern British literature, contemporary fiction and poetry. Teaching experience in these areas and in first-year English language and literature.

FINE ARTS

Theatre *Probationary / Tenure Track*
Professional actor and/or director to teach acting across four years of the BFA (Theatre) programme. Particular consideration will be given to candidates with a specialization in voice. The ability to teach theatre history is also an asset. Professional experience and an MFA or equivalent required.

Theatre *8-Month Term Appointment*
Professional director to teach acting and one or both of directing and theatre history, and to direct a major production in each of the Fall and Winter semesters. Professional experience and an MFA or equivalent required.

Visual Arts *8-Month Term Appointment*
Three dimensional design. Teaching experience in one or both of drawing and printmaking. Knowledge of traditional and contemporary sculpture processes and critical theories required as well as strong drawing skills and knowledge of safe studio practices. An MFA or equivalent required. Send exhibition record and slides of recent work with application.

Visual Arts *8-Month Term Appointment*
Printmaking. Ability to teach in two of the basic printmaking media and teaching experience in one or both of drawing and two-dimensional design. Knowledge of traditional and contemporary printmaking methods, the history of printmaking, and critical theories required. An MFA or equivalent required. Send exhibition record and slides of recent work with application.

SCIENCE

Environmental Science (Biology stream)
8-Month Term Appointment
Introductory biology and one or more of introductory ecology, invertebrate zoology, and introductory botany. The candidate may be asked to contribute to a senior multidisciplinary seminar.

Mathematics *Probationary / Tenure Track*
Candidates from any area of pure or applied mathematics or statistics, with the ability to teach first- and second-year courses in mathematics and possibly introductory computer science, are invited to apply.

Mathematics *8-Month Term Appointment*
Candidates from any area of pure or applied mathematics or statistics, with the ability to teach first- and second-year courses in mathematics and possibly introductory computer science, are invited to apply.

SOCIAL SCIENCE

Economics/Environmental Studies
Probationary / Tenure Track
Introductory economics (micro- and macroeconomics), environmental economics, and environmental impact assessment. The candidate should be prepared to coordinate an interdisciplinary Environmental Studies seminar and to supervise fourth-year research projects.

Geography/Environmental Studies
Probationary / Tenure Track
Candidates with a broad background in human geography with the ability to teach both economic and cultural geography will be considered. Experience in such areas as geographic information systems, remote sensing, risk assessment, and quantitative methods would be an advantage.

Social Sciences *3-Year Term Appointment*
Candidates with backgrounds in anthropology, sociology, folklore, or preferably a combination of these disciplines and an interdisciplinary orientation are encouraged to apply.

All appointments are subject to budgetary approval and positions advertised as probationary/tenure track may be converted to term appointments as a result of final budget decisions. Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland.

Applications will be accepted until **March 15,** or until the position is filled. A letter indicating the position applied for, an indication whether the candidate is willing to be considered for a term appointment should a conversion of the position from probationary to term status be required by budgetary restraint, as wall as a curriculum vitae, a teaching dossier, and the names of three referees, should be sent to:

Dr. Daniel Stewart, Vice-Principal
Sir Wilfred Grenfell College
Memorial University of Newfoundland
Corner Brook, NF A2H 6P9

Fax (709) 637-6390; Phone (709) 637-6231

Memorial University is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Concordia University Faculty of Arts and Science

Reaching into the 21st Century

Going into the 21st century, Concordia University's Faculty of Arts & Science has developed a strategic plan to build upon its recognized strengths.

COMMUNICATION STUDIES

The Department of Communication Studies invites applications for a limited-term appointment in Multi-Media Theory and Practice. Candidates' primary areas of research and teaching should focus on histories, theories and applications of digital communications. A secondary area of expertise in video production would be ideal. Applicants must hold a Ph.D. in Communication Studies or a terminal degree in a cognate field. Related teaching experience and research expertise are essential. Principal responsibilities would include teaching and supervising students at the B.A., Graduate Diploma, and M.A. levels.

Martin Allor, Chair, Department of Communication Studies

ECONOMICS

The Department of Economics invites applications for up to three limited-term appointments at the level of Assistant Professor or Lecturer. Candidates should be experienced teachers of economics, preferably with a Ph.D. completed or near completion. An ability to teach in the areas of principles of economics (micro and macro), or statistical methods and econometrics, or international economics will be considered an asset. Applicants should include a sample of their written work.

Dr. Ian Irvine, Chair, Department of Economics

EDUCATION

The Department of Education invites applications for a limited-term appointment in Educational Studies/Early Childhood and Elementary Education. Candidates must be able to teach in several of the following areas: philosophy and history of education, foundations of early childhood education, politics of education. Applicants should hold a Ph.D. or ABD. Our web site is at: http://artsci-ccwin.concordia.ca/education.

Dr. Richard F. Schmid, Chair, Department of Education

ENGLISH

The Department of English invites applications for two limited-term appointments, one in Creative Writing at the rank of Lecturer and one in Composition at the rank of Assistant Professor. Candidates for the Creative Writing position should have an M.A. or M.F.A. in Creative Writing, at least one published book, and successful teaching experience in Creative Writing at the university level. The applicant should be an accomplished writer of prose fiction with expertise in a second genre - preferably poetry. Candidates for the Composition position should possess, or be near the completion of, a Ph.D. in Literature or Rhetoric. Considerable experience in teaching composition at all levels and experience in managing a university-level composition program are requirements. Duties may include undergraduate teaching in literature as well as composition; they will not include teaching Rhetoric.

Terence Byrnes, Chair, Department of English

ÉTUDES FRANÇAISES

Le département d'Études françaises sollicite des candidatures à un poste de professeure ou de professeur de traduction à durée limitée, au rang de professeure ou de professeur adjoint. Les qualifications recherchées comprennent un doctorat, une expérience pertinente de l'enseignement, des publications, une aptitude au travail d'équipe et une connaissance du milieu professionel. Le département recherche particulièrement des candidat(e)s spécialistes de traduction générale, littéraire, et de rédaction. Les candidat(e)s retenu(e)s auront la tâche d'enseigner des cours dans les programmes de traduction du 1er cycle, d'encadrer les étudiant(e)s, et de participer à l'administration des programmes. Les personnes intéressées doivent faire parvenir leur curriculum vitae et trois lettres de recommandation.

Madame Lucie Lequin, Directrice du département d'Études françaises

JOURNALISM

The Department of Journalism invites applications for one or two limited-rerm appointments in the following areas: (1) Radio news workshops (with the possibility of some teaching in television); (2) Print workshops in news writing and reporting and feature writing. Candidates should have a relevant degree and at least five years of professional experience. For more information about the positions or the department, please contact the Director at (514) 848-2466 or by e-mail at: raudhen@vax2.concordia.ca

Dr. Enn Raudsepp, Director, Department of Journalism

LIBERAL ARTS

Liberal Arts College invites applications for a limited-term appointment from candidates capable of teaching seminars in Western Civilization and Culture in the College's multi-disciplinary Great Books core curriculum. The ideal candidate, rooted in a specific discipline, must be competent to teach Great Books in the area of history, philosophy, literature, religions, and political theory. This College privileges excellent teaching in a strongly collegial atmosphere. Ph.D. and record of publications required.

Dr. Geoffrey C. Fidler, Principal, Liberal Arts College

MATHEMATICS AND STATISTICS

The Department of Mathematics & Statistics is seeking applications for up to three limited-term appointments. One appointment will be made in the area of Applied Statistics, including computational statistics, linear models, multivariate analysis, sampling, and time series. The other two appointments are in pure and applied mathematics, particularly in areas such as analysis, numerical analysis, and optimization. Requirements for the positions are a Ph.D. and proven ability for excellence in research and teaching. Responsibilities include teaching at the undergraduate and graduate levels. Those who have applied for the January 1, 1999 tenure-track position and would like to be considered for the limited-term appointment need only write a letter to this effect.

Dr. J. Hillel, Chair, Department of Mathematics and Statistics

PHILOSOPHY

The Department of Philosophy invites applications for two limited-term appointments. The first position requires a specialization in cognitive science/philosophy of mind, while the second position requires a specialization in recent philosophy of language. Additional courses to be taught include some of the following: epistemology, philosophy of science, critical thinking, logic, and metaphysics. A Ph.D. is required. Applicants should include a writing sample.

Professor Murray Clarke, Chair, Department of Philosophy

POLITICAL SCIENCE

The Department of Political Science invites applications for two limited-term appointments in (1) International Relations; (2) Comparative Politics. These positions entail the obligation to teach introductory Political Science courses. Candidates will be expected to have a completed Ph.D. Teaching and research experience would be an asset.

Dr. Reeta C. Tremblay, Chair, Department of Political Science

PSYCHOLOGY

The Department of Psychology invites two applications for a limited-term appointment. Expertise in one or more of the following areas is desirable: social psychology, personality, developmental psychology, abnormal psychology, and statistics. Responsibilities include teaching three course sections of the undergraduate curriculum per semester. There is the potential to supervise undergraduate honours and specialization students' research.

Dr. William M. Bukowski, Chair, Department of Psychology

RELIGION

The Department of Religion invites applications for a limited-term appointment in the area of Judaism in the Ancient and Medieval periods. Some of the undergraduate courses for the position include: Introduction to the History of the Jews, Hebrew Bible, possibly - New Testament, Studies in Judaic Law, and Medieval Judaism. Candidates should have expertise in Ancient and/or Medieval Judaism, with the appropriate language skills, and a doctorate degree (complete or near completion) in Judaic Studies or Religion. Publications and demonstrable teaching excellence are desirable.

Professor Michael Oppenheim, Chair, Department of Religion

SOCIOLOGY AND ANTHROPOLOGY

The Department of Sociology and Anthropology invites applications for up to three limited-term appointments. Fields of specialization are open, however the Department is particularly interested in applications from candidates qualified to teach in one or more of the following areas: classical and contemporary sociological theory, introductory courses, crime and deviance, sociology of culture, field research, self and society, social inclusion/exclusion, and development. Candidates should have their Ph.D. completed by time of hiring, an active research programme, and be prepared to teach at both the undergraduate and graduate level. Knowledge of French would be an asset. Two examples of written work should be included.

David Howes, Chair, Department of Sociology and Anthropology

SPANISH

The Department of Classics, Modern Languages and Linguistics invites applications for two limited-term appointments in Spanish at the rank of Lecturer. We are seeking applicants with expertise in the area of Second Language Pedagogy (Spanish) or in a closely related field such as Applied Linguistics (Spanish); secondary fields should include Spanish literature (Peninsular and/or Spanish American) or translation. Applicants must hold the M.A. degree or equivalent. Requirements include demonstrated excellence in teaching and native or near-native fluency in both Spanish and English. Experience in Computer Assisted Language Learning and a knowledge of French will be considered assets. Teaching responsibilities will include six courses (eighteen credits) in one or more of the following areas: introductory and intermediate Spanish language courses, advanced grammar and composition, translation, or survey courses in Peninsular and Spanish-American literature and civilization; some administrative duties will also be required. One of the positions will involve coordination of the Spanish language courses; applicants who wish to be considered for this position must be able to demonstrate superior administrative skills.

Dr. A. Teffeteller, Chair, Department of Classics, Modern Languages and Linguistics

TESL

The Centre for Teaching English as a Second Language invites applications for a limited-term appointment at the rank of Lecturer in TESL/Applied Linguistics. The ideal candidate will have had recent experience in student/teacher supervision and ESL teaching methods, as well as training and/or experience in at least two of the following: language assessment; bilingualism; sociolinguistics; English grammar and phonology. The Centre is seeking someone with a strong ESL/TESL background relevant to all aspects of the initial training of teachers primarily for the Quebec school system. Applicants will hold a relevant master's degree, have an excellent command of English, and be proficient in French.

Dr. Palmer Acheson, Director, Centre for Teaching English as a Second Language

THEOLOGICAL STUDIES

The Department of Theological Studies invites applications for one or two limited-term appointments. The first position is a combination of Foundational Theology and Pastoral Ministry. Candidates must have a doctorate. He/she will be expected to direct the new Programme, a Certificate in Pastoral Caregiving, while at the same time have a strong teaching record in foundational courses in theology. The second position is in ethics at the graduate and undergraduate level. This candidate will also be expected to lead a graduate seminar in theological method with a background in Lonergan Studies. A doctorate is required.

Dr. Pamela Bright, Chair, Department of Theological Studies

The above positions are limited-term appointments. *Hiring is subject to budgetary approval. These positions are at the rank of Assistant Professor (except where stated otherwise) and are all nine and a half month appointments beginning August 15, 1999 and ending May 31, 2000. Applications should consist of a letter of intent, curriculum vitae, publications, statement of teaching and research interests and three letters of reference. They should be submitted by March 1, 1999 to the Department contact listed above. In accordance with immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.*

1455 de Maisonneuve Blvd. W., Montréal, Québec, H3G 1M8,
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relates to the performing arts. Must have a sense of initiative and good organization skills, in keeping with priorities of the department. Must be willing to work a flexible schedule during time of production. Duties of the position will also include committee work, contribution to curriculum development, liaison with the performing arts community. Send complete curriculum vitae, documentation of artistic achievements and of teaching excellence, statement of teaching philosophy, and three (3) letters of reference, no later than February 10, 1999 to: Silvy Panet-Raymond, Chair, Contemporary Dance Department, Faculty of Fine Arts, 7141 Sherbrooke St. W., Montreal, Quebec H4B 1R6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

DRAMA

QUEEN'S UNIVERSITY — The Department of Drama, Queen's University invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 1999. Salary will be commensurate with experience. The Department offers an undergraduate program with a major focus on theatre in Canada in its current and historical context. The program examines the theatre on a laboratory model in which practice and theory inform each other. The person appointed will be expected to teach acting, directing, and at least one other area of the curriculum at both an introductory and advanced level. The appointee will also be expected to direct productions in the department and to advise and supervise student projects. In addition, the candidate is expected to contribute to the development of new directions in the departmental curriculum through a demonstrated strength in diverse performance techniques, and/or an established expertise in cross-cultural or non-traditional areas of theatre. The successful candidate will have a record of academic and/or professional excellence, giving evidence of both significant practical experience and proven abilities as an effective teather. The completion of a professional training program or a post-graduate degree will also be expected. Queen's University has an Employment Equity Program, welcomes diversity in the workplace, and encourages applications from all qualified women and men, including aboriginal peoples, persons with disabilities, visible minorities, gay men, and lesbians. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. A letter of application, curriculum vitae and the names and addresses of three people who are willing to provide letters of reference should be sent to Professor Gary Wagner, Head, Department of Drama, Queens' University, Kingston, ON, K7L 3N6. Fax: (613) 545-6268, Telephone: (613)545-2104. The closing date for applications is Feb. 28, 1999. For additional information please see our web site at www.queensu.ca/drama.

EARTH & ATMOSPHERIC SCIENCES

UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences, University of Alberta, is seeking a mineralogist who must be able to teath mineralogy at all levels in our undergraduate and graduate programs. Preference will be given to an individual who has research interests in one or more of the following areas: (i) low-temperature or diagenetic processes, (ii) high-pressure mineralogy, (iii) ore deposit mineralogy, and/or (iv) mineral surface science. The person selected for this position will develop an active research program that includes the supervision of MSc and PhD students and interaction with other faculty members who are engaged in research programs that involve various aspects of mineralogy. The department is exceptionally well equipped with state-of-the-art analytical equipment (e.g., electron microprobe, scanning electron microscope, X-ray powder diffractometers, and isotope geochemistry laboratories) and has an international reputation for teathing and research excellence. Detailed information on the department can be found on the World Wide Web at: www.ualberta.ca/EAS. The appointment for this tenure track position will be at the Assistant Professor level. Applicants must hold a PhD degree and have a proven research record. The anticipated starting date for the position is July 1, 1999. Applications, including a resume and a statement of research interests, should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3. Fax: (403) 492-8190. Applications by e-mail will be declined. Applicants should also arrange for three letters of reference to be sent to the Chair. The competition will be closed once a suitable candidate has been identified. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences is seeking a human geographer who has a demonstrated interest in research on human/environment interactions. This appointment will complement and enhance our commitment to an expanding human geography program. The Department of Earth and Atmospheric Sciences has an international reputation for excellence in teaching. Thus, the successful candidate will initiate an innovative and tigorous research program that includes the supervision of MA, MSc and PhD students and interaction with other faculty members who are engaged in related research programs. This person will teath courses in human geography and human interactions with the environment. Experience in Geographic Information Systems and/or quantitative methods would be an asset. Detailed information on the faculty and facilities of the department can be found on the World Wide Web at: www.ualberta.ca/EAS. The appointment for this tenure track position will be at the Assistant Professor level. Applicants must hold a PhD degree at the time of the appointment and have a proven research record. The appointment will commence on July 1, 1999 provided that a suitable candidate can be found. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume and a statement of research interests, should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2E3. Fax: (403) 492-8190. Applications by e-mail will be declined. Applicants must also arrange for three letters of reference to be sent to the Chair. Deadline for the receipt of applications and letters of reference is February 15, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

EARTH & OCEAN SCIENCES

UNIVERSITY OF BRITISH COLUMBIA — Mineral Exploration. Applications are invited for a tenure track position at the assistant professor level in mineral exploration beginning September 1, 1999. The appointee is expected to develop an active research program in state-of-the-art methods of mineral exploration using techniques which could range from field to experimental to theoretical, and from disciplines as diverse as geology, geophysics, geochemistry, remote sensing, biogeochemistry, or hydrogeology. We seek an applicant who maximizes interaction between the various research programs within the department, including the Mineral Deposit Research Unit, and with the mineral exploration community. Innovative teaching at both the undergraduate and graduate level will be expected. Applicants must possess a PhD. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified person to apply. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Applications including a resume, a statement of research interests, and the names of three referees should be sent to Or. Robert M. Ellis, Head, Department of Earth and Ocean Sciences, 6339 Stores Road, University of British Columbia, Vancouver, BC, Canada V6T 1Z4, by March 1, 1999.

ECONOMICS

UNIVERSITY OF MANITOBA — The Department of Economics at the University of Manitoba invites applications for a full-time tenure track appointment at the rank of Assistant Professor in economic theory. The appointment will begin on July 1, 1999, or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment to the rank of Assistant Professor. Duties will include undergraduate and graduate teaching and examination in the core components of the departmental program, graduate supervision, research, and service-related activities. The salary range is normally $41,277 - $48,500, although the final salary will be commensurate with experience and qualifications. Application, curriculum vitae, and three letters of reference should be sent to Professor Wayne Simpson, Head, Department of Economics, University of Manitoba, Winnipeg, MB, Canada R3T 5V5. Deadline for receipt of applications is February 19, 1999. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/economics.

UNIVERSITY OS SASKATCHEWAN — The Department of Economics at the University of Saskatchewan invites applications for one tenure-track position at the Assistant Professor rank, subject to budgetary approval. We are interested in individuals with a teaching and research specialization in microeconomic theory. We also have a strong secondary interest in resource economics, environmental economics, industrial organization, applied game theory, and law and economics. A PhD in hand or near completion is required. The successful candidate must also demonstrate promise in teathing and research. The appointment is effective July 1, 1999; salary is commensuate with qualifications. The Department will be interviewing candidates during the Allied Social Science Association Meetings in New York City, January 3-5, 1999. However, applications will be considered until the position is filled. Interested candidates should send their cv and transcripts, and arrange to have three letters of reference sent to: Professor M. Altman, Head, Department of Economics, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, Canada S7N 5A5. This position has been cleared for advertising at the tier-two level. Accordingly, applications are invited from qualified Individuals regardless of their immigration status in Canada. The University of Saskatchewan is committed to employment equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Economics at the University of Prince Edward Island invites applications for a tenure-track position at the assistant professor level, subject to budgetary approval. The appointment will be as of July 1, 1999. The candidate should have a PhD in economics (or expected in 1999). While all areas of Economics will be considered, the Department is particularly interested in Microeconomic Theory and Public Finance. The successful candidate will be required to teath a variety of courses at the undergraduate level. While the candidate will be free to carry on research in his/her area of expertise, we will be particularly interested in candidates conducting research related to the Maritimes region. The closing date for applications is March 1, 1999. Please send a lectec of application including a curriculum vitae and three letters of references to Or. Mian B Ali, Chaic Department of Economics, University of Prince Edward Island, 550 University Avenue, Charlottetown, P.E.I. C1A 4P3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Prince Edward Island is an equal opportunity employee and encourages all qualified candidates including women, members of visible minorities, persons with disabilities, and aboriginal Canadians to apply.

UNIVERSITY OF WATERLOO — Economics. Applications are being accepted for a tenure- track position at the assistant professor level in Economics beginning September 1, 1999. Consideration will be given to candidates who have either completed their PhD or are near completion. While all areas of Economics will be considered, the department is especially interested in public finance. The successful candidate will teath at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. Salary range will be commensurate with experience and qualifications. The closing date for applications is February 1, 1999 Send curriculum vitae and arrange for three letters of reference to be sent to: Or. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF CALGARY — The Department of Economics at the University of Calgary invites applications for a tenured position at the full professor level in any field. Candidates must have a strong international reputation among academic economists and a distinguished record of research as evidenced by major publications. Candidates should have an established record of teaching effectiveness. The successful candidate is expected to play an active leadership role in the development of the Department's educational and research programmes. The application deadline is February 15, 1999, or until the position is filled. The appointment is effective July 1, 1999, but alternative starting dates may be arranged. The position is subject to budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. Applications should include a covering letter, curriculum vitae, and the names of three referees. Send applications to: Or. Robert L. Mansell, Head, Department of Economics, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4, facsimile: (403) 282-5262. Note: Please arrange for the referees to send confidential letters of reference to this address. Applications may be submitted by fax, but the original application must abo be forwarded.

YORK UNIVERSITY — The Department of Economics at Glendon College, York University, invites applications for a tenure-track appointment, commencing July 1, 1999 at the rank of Assistant Professor. This position is subject to budgetary approval by the University. The candidate must be fluent in French and in English, and will be required to teach and conduct research in both languages. Candidates will hold a completed PhD in Economics or Business (or expected in 1999) and possess strong potential for high-quality scholarly research and teaching. Preferred fields are industrial organization, international business and finance. Duties will include undergraduate (BA) teaching in the recently developing business economics concentration within the Economics Department and the possibility of graduate teaching, research and administrative responsibilities. Salary is determined in accordance with the faculty collective agreement. Deadline date for applications: January 31, 1999. Send applications, including complete curriculum vitae and names of three referees, to: James Savary, Chair, Department of Economics, Glendon College, York University, 2275 Bayview Ave., Toronto, Ontario M4N 3M6. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — The Department of Economics at Atkinson College, York University, invites applications for a one-year contrartually limited appointment at the rank of assistant professor, to commence July 1, 1999. This position is subject to budgetary approval. Applicants for this position should have a doctorate or be near completion. The priority areas of specialization are money/banking, and international trade and finance. Consideration will abo be given to applicants with specializations in financial economics and managerial economics. Atkinson College is the adult evening degree Faculty at York University. Faculty members also participate in the University's graduate program. Lecters of application, with curriculum vitae and three letters of reference should be sent to: Prof. M. Marzouk, Chair, Department of Economics, Atkinson College, York University, 4700 Keele St., Toronto, Ontario M3J 1P3. Telephone. (416) 736-5218; Fax: (416) 736-5188 (E-mail: elsrer@yorku.ca). The deadline for applications is February 28, 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ YORK — Le Département de science économique du Collège universitaire Glendon de l'Université York sollicite des candidatures pour un poste menant à la permanence, au range de professeur(e) adjoint(e). Entrée en fonction le 1er juillet 1999. La création de ce poste est liée à l'autorisation budgétaire de l'Université. Les candidats et candidates doivent détenir un doctorat en science économique ou en commerce (ou prévoi de le soutenir en 1999), et avoir une solide formation dans les domaines de l'organisation industrielle, des finances et des affaires internationales. Ils dovent parler couramment français et anglais et pouvoir enseigner et faire des recherches dans les deux langues. Ils dovent disposer des compétences nécessaires pour effectuer de la recherche et enseigner à un très haut niveau. Les fonctions comprennent l'enseignement au niveau du tec cycle dans la nouvelle option économie et commerce offerte par le Département de science économique, et éventuellement au niveau des 2e et 3e cycles, ainsi que la recherche et les tâches administratives. Le salaire offert sera fixé en fonction de la convention collective. Prière de faire parvenir une lecte de candidatures, un curriculum vitae et le nom de trois personnes en référence à Jamel Basma, directeur Département de science économique, Collège universitaire Glendon, Université York, 2275 avenue Bayview, Toronto, Ontario M4N 3M6. Date limite de candidature: le 31 janvier 1999. L'Université York souscrit au principe d'équité en matière d'emploi, et notamment aux mesures d'action positive envers les femmes. Conformément aux exigences d'Immigration Canada, cette annonce s'adresse aux citoyens canadens et résidents permanents.

EDUCATION

UNIVERSITY OF REGINA — Faculty of Education. The Faculty of Education at the University of Regina is a dynamic community of educators with a commitment to excellence in undergraduate teacher education, graduate studies and scholarly research. The Faculty encourages and supports: the integration of theory and practice; cross-cultural knowledge and experience; use of instructional technologies; collaboration; balance within commitments to teaching, research, field experience supervision, and professional development. Applications are invited for the following tenure track and/or term positions: Social Studies Education: Secondary/K-12, Education Professional Studies (pedagogy and teacher education), Elementary/Secondary Physical Education, Educational Administration/Policy Studies, Baccalauréat en éducation: Psychopédagogie Preference will be given to applicants with teaching experiences and a current teaching certificate and a completed or virtually completed PhD. Duties will include teaching at the undergraduate level; graduate studies teaching and thesis supervision; field experience supervision; and general Faculty committee work. The successful candidates will have an interest in, and a commitment to, scholarly research, and should describe their current interests and projects Assistant Professor salary range $42,271 - $64,495 per annum. Applicants should send a current curriculum vitae, copies of transcripts, and arrange to have three letters of reference sent by March 5, 1999 to: Dean Mihai Tymchak, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2; Phone: (306) 585-4500; Fax: (306) 585-5330. Please quote competition #199913. Appointments will be made subject to budgetary clearance. In accordance with Canadian immigration requirements this advertisement is directed toward Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

UNIVERSITY OF TORONTO — The Transitional Year Programme at the University of Toronto invites applications for two tenure-track positions, at the rank of Assistant Professor, beginning July 1999. Successful applicants will be expected to contribute to teaching and research in the Transitional Year Programme. They will abo have a joint appointment with OISE/UT (Ontario Institute for Studies in Educatron of the University of Toronto). The Transitional Year Programme (TYP) is committed to education equity and to using inclusive curriculum and pedagogy to fulfill its mandate of providing access to the university for students lacking the formal education to qualify for university admission. Our programme motto is "Making Excellence Accessible." Because of the history and mandate of TYP, we serve students from under-represented groups, including Aboriginal/First Nations and Black/African Canadian students. TYP students have greater financial need and are more likely to be balancing work and family needs than other students. Successful applicants will be expected to have: a demonstrated commitment to teaching and research in access education programmes and to education equity; experience in dealing with students in an access education programme, and a proven sensitivity to students with backgrounds reflective of those attending TYP. We are especially interested in candidates who will bring Aboriginal/First Nations teaching, research and scholarship to the programme, and who can increase our links to Aboriginal/First Nations communities. One of the successful applicants will be expected to contribute to the development of a mathematics and science curriculum for the programme, and to teath in these areas. A curriculum Vitae and three letters of recommendation should be sent to: Rona Abramovitch, Director, Transitional Year Programme, University of Toronto, 49 St. George Street, Toronto, Ontario M5S 1A1, Canada. Application Deadline is February 20, 1999.

UNIVERSITY OF PRINCE EDWARD ISLAND — The Faculty of Education at the University of Prince Edward Island invites applications for three full-time positions at the Assistant Professor level. The Faculty is interested in apolicants with a strong background in the following areas: Educational Psychology; Social Studies (Secondary level); Educational Administration. All applicants should have a doctoral degree in an appropriate area, experience in a school setting, strong evidence of success in teaching and research, and a keen interest in International Education. Duties will include teaching in undergraduate and graduate programs, supervision of B.Ed students in their school practica, and coordination of mservice programs for teachers. The deadline for applications is March 1, 1998. All candidates are requested to forward their curriculum vitae and three letters of reference sent on their behalf to: Dean of Education, Faculty of Education, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, C1A 4P3. All appointments begin July 1, 1999. Faculty positions are subject to final budgetary approval. In accordance with Canadian Immigration requirements, these advertisements are directed in the first instance to Canadian citizens and permanent residents. UPEI is committed to the principle of equity in employment.

ENGINEERING

MCMASTER UNIVERSITY — The Department of Mechanical Engineering at McMaster University invites applications for one tenure track position at the rank of Assistant or Associate Professor. This position would complement the ongomg activities in "Thermo Fluid Sciences." Candidates with a strong background in experimental and computational methods us all areas of Thermo Fluid Sciences are invited to apply. However, given current research interests in our department, candidates with expertise in multiphase flow and heat transfer with phase change are of particular intecest to the department. Candidates must have a PhD degree in Mechanical Engineering or a closely related discipline, be eligible to be registeced as a Professional Engineer of Ontario, and must have strong commitments to, and excellent potential in research and teaching. Industrial experience or post doctoral research experience would be an asset. The successful candidate is expected to teach at both the undergraduate and graduate levels, participate in supervising graduate students, develop and maintain a strong externally funded research programme and participate in administrative duties as assigned. The candidate will also be expected to develop strong links with industry. This position will be available from July 1, 1999 McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, people with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae, a short statement of research and teaching interest and a list of at least three referees who are able to comment on the candidate's experience and ability in research and teaching in the noted areas, should be sent to: Dr. M.A. Elbestawi, Chair, Mechanical Engineering Department, McMaster University, Hamilton, Ontario L8S 4L7. Applications will be accepted until the position has been filled.

UNIVERSITY OF MANITOBA — The Department of Civil and Geological Engineering invites applications for a tenure-track Assistant Professor position in geotechnical engineering

TEMA

Technology and Management

TEMA — an innovative new multi-disciplinary, undergraduate School of Science, Technology and Management (taught in English but located in the champagne region of France) using diverse and innovative pedagogical methods. Established by two strong, internationally recognized French university groups — L'École Nationale des Ponts et Chaussées (http://www.enpc.fr) and L'École Superieure de Commerce — Reims. TEMA seeks innovative,

Director of the School
Full-Time Faculty

dynamic, caring, team players with a strong sense of commitment to form a multicultural, multi-disciplinary team (finance, IT, mgmt, soc. sciences, project mgmt, marketing). We offer a positive atmosphere, good salaries & benefits, and the opportunity to build a strong school. Applicants should submit a resume, some indication of values and methods in education, and two references to: **Dr. S.P. Hom, 24 rue Monge, 7500S, Paris, France** (hom@paris.enpc.fr) tele/fax (+33.1) 43.29.17.04 by **January 31, 1999.**

Laurentian University / Université Laurentienne

RESEARCH CHAIRS

Laurentian University is located in Sudbury, at the heart of Ontario's hard-rock mining industry. Laurentian is undertaking a major initiative to build on and strengthen its research and development contributions to the mining industry. Part of this initiative involved the creation of the Mining Innovation, Rehabilitation and Applied Research Corporation (MIRARCo). The focus of this not-for-profit corporation is the development and translation of research knowledge into practical technology that supports sustainable mining practices and economic diversification. In pursuit of these goals Laurentian is now seeking applications for two newly created positions funded by the Ontario Research and Development Challenge Fund.

The Positions: The Chair holders are: forward-looking entrepreneurial researchers, who create opportunities and have the ability to develop relationships with public and private sector partners. Qualified candidates will have an earned graduate degree (preferably a PhD) in applied science or an engineering field relevant to the research focus of the position, an outstanding knowledge of modern technology, a demonstrated track record in attracting funded R&D projects and experience working on projects with significant industry participation. International recognition in a relevant research area will provide the basis from which to build a multi-disciplinary team from engineering, biology, chemistry, physics, earth and computer science. The positions will be a tenure track or long-term contract positions with much reduced teaching responsibilities, reporting to the directorship of MIRARCo.

Chair in Monitoring Technology

Potential and preferred areas of R&D focus are:
- Environmental monitoring — e.g., environmental impact assessment
- Mines operations monitoring — e.g., equipment performance, maintenance, operations optimization
- Geological monitoring — e.g., geosensing for grade detection & intelligent drilling
- Data collection and interpretation: signal & image analysis, GIS

Chair in Mining Technology

Potential and preferred areas of R&D focus are:
- Engineering modelling and evaluation of mining technologies or systems
- Software development for mine planning and operations simulation
- Maintenance management and reliability engineering
- Operations monitoring and control systems
- Economics and safety aspects of applied mining technologies

Applicants should submit an application indicating their vision of a research centre, a CV focusing on both research and technology experience, evidence of a sustained level of high achievement, and the names and phone numbers of three references to ORDCF Search Committee, c/o The Vice President (Academic) Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. Persons hired must have proof of legal euthority to work in Canada. For more information on MIRARCo, fax a request to (705) 675-4838 Attention: Search Committee or visit: http://grc.laurentian.ca/mirarco/mirarco.html.

mirarco MINING INNOVATION

Department of Mathematics
University of Toronto

Ted Mossman Chair in Mathematics

Thanks to a generous gift from James Mossman, the Department of Mathematics, University of Toronto, is proud to announce a search for the Ted Mossman Chair in Mathematics. The appointment is at the level of Professor with tenure, and the Chair holder is expected to be an outstanding mathematician, whose research and teaching will make a major contribution to the quality and stature of the department. The appointment is effective July 1, 1999. Salary commensurate with experience.

Applicants should send a complete C.V., a short statement about their research program, and the names of four mathematicians who could be consulted about their work, to **The Ted Mossman Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 3G3, Canada.** The deadline for applications is **February 19, 1999.**

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and to permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

with a starting date of September 01, 1999 or as soon as possible thereafter. The starting salary is in the range of $55,000 to $60,000. The Department has eighteen faculty members, eight support staff and nearly two hundred undergraduates. Over $1.5 million is attracted annually in research funding and approximately ninety students are enrolled in graduate studies. A well-equipped geotechnical engineering laboratory and a computing facility are available for research. The web page www.umanitoba.ca/civil contains information on academic and research programs in the Department. The successful candidate will hold a PhD degree or equivalent in geotechnical engineering. An undergraduate degree in civil engineering is preferred. Outstanding candidates who are in the final stage of completion of a PhD are also encouraged to apply. Candidates must be either registered or eligible for registration with the Association of Professional Engineers and Geoscientists of Manitoba. Industrial experience will be considered as an asset. The duties of this position are teaching at the undergraduate and graduate levels, supervision of graduate students, and development of an externally funded research program. We are particularly interested in candidates with a strong research background in geosynthetics and/or geoenvironmental engineering. Candidates in other areas of geotechnical engineering will also be considered. The Department is in the process of establishing an industrial research Chair in infrastructure renewal. The successful candidate will be expected to collaborate with the Chair and colleagues in geotechnical engineering. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal Peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budget approval. Applicants should forward a detailed curriculum vitae, a statement concerning research and teaching interests, transcripts of all degrees, and names and addresses (fax/email included) of three referees to Professor Nimal Rajapakse, P.Eng., Head, Department of Civil and Geological Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6 (email: rajapak @cc.umanitoba.ca) The closing date for applications is March 15, 1999. Please refer to position #AFM791 in all correspondence.

UNIVERSITY OF GUELPH — School of Engineering. We invite applications for two full-time tenure-track positions in Engineering Systems and Computing commencing April 1, 1999. The intention is to appoint at the Assistant Professor level. Applicants should have a PhD degree in Electrical Engineering or Computer Engineering or a closely related field. The successful applicant is expected to establish a strong research program and to teach both graduate and undergraduate courses in his/her general area of specialty. As well, the applicant is expected to supervise both MSc and PhD graduate students. Areas of particular interest are: Embedded Systems, Networks and Communications, Circuit Design Automation, VLSI Circuit Design, Biomedical Engineering, Signal Processing and Control Systems, Software Engineering, and Human Computer Interaction. Applicants must be a Professional Engineer or be qualified and prepared to become a registered Professional Engineer. The School of Engineering has 18 faculty, 12 graduate students. It currently offers accredited undergraduate programs in engineering systems and computing, environmental engineering, biological engineering, and water resources engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $55 million annually. The University offers a quality of life style with excellent career growth opportunities. It dates back to 1874 and has an enrollment of over 11,600 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application Deadline: January 31, 1999. Applications (including a CV and the names and addresses of three referees) should be submitted to: Dr. L. Otten, P.Eng., Director, School of Engineering, University of Guelph, Guelph, Ontario N1G 2W1. Email: Otten@net2.eos.uoguelph.ca. Fax: (519) 836-0227. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY OF GUELPH — School of Engineering. We invite applications for a full-time tenure-track position in Environmental Engineering April 1, 1999. The intention is to appoint at the Assistant Professor level. Applicants should have a PhD degree in Environmental or another engineering field with demonstrated research interests in the areas listed below. The successful applicant is expected to establish a strong research program and to teach both graduate and undergraduate courses in the School's engineering core program and the Biological Engineering specialty. As well, the applicant is expected to supervise both MSc and PhD graduate students. Areas of particular interest are: waste water treatment, treatment of biosolids, bioenvironmental engineering, life cycle analysis, and risk assessment. Applicants must be a Professional Engineer or be qualified and prepared to become a registered Professional Engineer in the Province of Ontario. The School of Engineering has 18 faculty, 12 staff, approximately 600 undergraduate students (40% of whom are female) and about 65 graduate students. It currently offers accredited undergraduate programs in biological engineering, engineering systems and computing, environmental engineering and water resources engineering. The University is renowned for its strength in environmental and biological science, being among the most research-intensive universities in Canada, with scholarly research funded by grants and contracts of about $55 million annually. The University offers a quality life style with excellent career growth opportunities. It dates back to 1874 and has an enrollment of over 11,600 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. Application deadline: January 31, 1999. Applications (including a CV and the names and addresses of three referees) should be submitted to: Dr. L. Otten, P.Eng., Director, School of Engineering, University of Guelph, Guelph, Ontario N1G 2W1. Email: otten@net2.eos.uoguelph.ca; Fax: (519) 836-0227. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

ST. FRANCIS XAVIER — The Department of Engineering at St. Francis Xavier University invites applications for a tenure-track faculty position in Electrical Engineering at the Assistant Professor rank, subject to budgetary approval. The successful candidate, who must have a strong commitment to both teaching and research, will be required to teach Electric Circuits, Circuit Analysis, and two Math courses (probably, Multivariable Calculus for Engineers and Linear Algebra for Engineers) to second-year Engineering students, undertake NSERC-funded research in his/her specialty area, and contribute to the University community through committee work. It is also expected that the successful candidate will be either a registered Professional Engineer or will be eligible for registration as a Professional Engineer in the Province of Nova Scotia within a short period of time. The appointment will be effective 1st September 1999. Applicants should send a CV, a statement of research plans, a statement of teaching philosophy, and the names of three referees to: Dr. W.R. Quinn, P.Eng., Professor and Chair, Department of Engineering, St. Francis Xavier University, P.O. Box 5000 Antigonish, Nova Scotia, Canada B2G 2W5 by March 31, 1999. Applicants should also arrange for their referees to send letters directly to the address above by the application deadline. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Francis Xavier University is committed to merit-based hiring and to employment equity.

UNIVERSITY OF ALBERTA — Department of Chemical and Materials Engineering Applications are invited for tenure-track faculty positions at the assistant professor level. One position is available immediately and others will be available July 1, 1999. The salary range for these positions is $48,000 to $58,000 per year. Candidates must either hold a PhD in Chemical Engineering or related field or expect to receive one before July 1, 1999. We are interested in all high-quality candidates in any area of chemical engineering, but one of the positions is intended to complement our current strengths in catalytic reaction engineering and/or polymer engineering. Successful candidates will be expected to establish viable and productive research programs, and teach both graduate and undergraduate courses. Consult our website at www.ualberta.ca/CHEMENG/ for information about our Department. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A resume, the names of three references and a statement of current research interests and plans for future research should be sent to: Dr. S.E. Wanke, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Applications are requested prior to February 15, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

LAKEHEAD UNIVERSITY — The Department of Electrical Engineering at Lakehead University invites applications for a number of probationary (tenure-track) positions, at the rank of Assistant Professor, from electrical engineers with earned PhD's. Preference will be given to applicants specializing in one or more of the following areas: communication systems, communication networks or circuit design, computer engineering, power electronics and digital electronics. Individuals specializing in other areas are also encouraged to apply as all qualified applications will be considered. Applicants with a proven record of scholarly contributions may also be considered for the rank of Associate Professor. For junior positions, a demonstrated potential for high quality research and teaching is required. Successful candidates are expected to carry out externally funded research, be dedicated to engineering education, work effectively with colleagues in the department and must be, or be qualified and prepared to become, licensed Professional Engineers in the Province of Ontario. If desired, term appointments may also be considered. These positions are subject to final budgetary approval. Interested applicants should send a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. H.T. Saliba, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. Applicants must be eligible for Professional Engineering registration in Ontario and have a PhD in Civil Engineering with a strong research record in one or more of the areas of construction engineering and management, the management of infrastructure renewal, pavement design and management, and building sciences. It is anticipated that the appointment will begin May 1999 or as soon as possible thereafter. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subject in Civil Engineering as well as undergraduate courses in General Engineering. This appointment is subject to the availability of funds. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

THE UNIVERSITY OF WATERLOO — The Department of Electrical & Computer Engineering at the University of Waterloo is seeking an outstanding candidate for a tenure track faculty position, at the level of assistant professor, in the general area of thin film devices, circuits, and systems pertinent to high speed imaging. This position is in conjunction with our recently established DALSA/UTRC/NSERC Industrial Research Chair in Sensor Technology. The advertised position is for a faculty member who is expected to carry out research that is independent but complementary to the Chair program. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students. The candidate for the position must have an earned doctoral degree with a strong research record/potential in one or more of the following areas: theory and fabrication of thin film devices, circuits, and systems; high speed and low noise architectures for matrix addressed arrays; design of linear integrated circuits, including analog-to-digital converter and other circuits, for image processing. For information please visit the web (WWW) site, http://www.ece.uwaterloo.ca. Salary will commensurate with qualification and experience. Applications with complete curriculum vitae and names of at least three references should be sent to: Professor J.A. Field, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, the advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering at the University of Waterloo seeks an outstanding candidate for a Bell Canada Professor or Telecommunication Software Reliability. This prestigious names professorship was established with support from Bell Canada, a major telecommunication service provider in Canada. The position is tenure-track, with appointment to be made at an assistant or associate professor level. The incumbent will carry out research in software reliability metrics, with focus on telecommunications software. Substantial funding is available to support this research for an initial three-year period, with the possibility of applying for further matching funds from federal and provincial granting agencies and research initiatives. To facilitate rapid ramp-up of the incumbent's research, the person will initially carry a reduced teaching load. The candidate should have a research record in software metrics, software reliability or a related field. He/she should have an earned PhD in Software/Computer/Electrical Engineering, Computer Science or a closely related discipline, and strong commitment to research and teaching. Industrial experience in software reliability engineering, software testing or development would be an asset. The incumbent's research will be carried out in the Bell Canada Software Reliability Laboratory at the University of Waterloo. This unique laboratory was estab-

Scotiabank Professorship in International Business

Schulich School of Business, York University

The Schulich School of Business at York University in Toronto, Canada, is seeking an outstanding scholar in international business for the newly established Scotiabank Professorship in International Business, effective July 1, 1999.

Preferred candidates will:

- have a PhD degree
- be at the full professor level (candidates at the senior associate level are also encouraged to apply)
- have international business teaching and research interests in one of: business policy (strategic management), marketing, organizational behaviour
- have cross-national and cross-disciplinary interests
- be expected to provide leadership in teaching and research in the area of international business

The deadline for receiving applications is January 29, 1999. However, candidates are encouraged to submit an application at the earliest possible date.

Salary and benefits are competitive. This position is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty.

Please send curriculum vitae, samples of research papers, information regarding teaching experience (including recent teaching evaluations), and names and addresses of three referees to:

Dr. Isaiah A. Litvak
Pierre Lassonde Chair in International Business
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario M3J 1P3
Canada

YORK UNIVERSITY

Web: www.bus.yorku.ca

The University of Calgary is an academic leader in cooperative education and internship programs, making experiential learning part of our strategy and curriculum standards. We strive to place individuals in both public and private sectors as professionals prepared to contribute extensively to government, industry and corporate environments.

Career Services Director

As the Career Services Director, you will be accountable for providing a strong visionary direction toward programs that enhance career achievement, high quality employment and recruiting services, and a results oriented focus on delivery of these processes. You see accountability and collaborative leadership as mandatory for building teams and networks. You are adept at establishing rapport among other university units, the employment industry, general community and the students. Your previous experience and skills in management, strategic planning, and the ability to make the connections between education and industry have been proven in an academic setting.

A Masters Degree, and/or equivalent senior level experience and authority, is the combination we seek for this challenging position. The salary range is $55,000 to $75,000. If you wish to join our dynamic institution and to contribute to our vision of excellence, please respond by January 29, 1999, citing Posting #198. Direct your application, including a curriculum vitae, to Dr. Peggy Patterson, Associate Vice-President (Student and Academic Affairs), University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4 Fax: (403) 289-6800.

A full job profile is available on request (Call 403-220-6580). We thank all applicants for their interest; however, only those selected for an interview will be contacted. The University of Calgary respects, appreciates and encourages diversity.

UNIVERSITY OF CALGARY

www.ucalgary.ca

Faculty Positions
Master of Health Studies

Athabasca University, Canada's Open University™, invites applications from qualified individuals to coordinate and teach a new graduate degree that will begin September 1999, (subject to approval by the Government of Alberta) in its Centre for Nursing and Health Studies. There are two positions: a Coordinator at the Associate Professor level, and a faculty position at the Assistant or Associate level.

The Master of Health Studies (MHS) is an interdisciplinary degree for health professionals, focussing on leadership, influence, innovation, and change management. The program is designed to provide graduates with the necessary background to give visionary leadership in the health services sector, with the ability to discern emerging trends and anticipate future directions in the rapidly changing health-care field. Emphasis will be placed on systems innovation, change management, health systems/services planning and evaluation, health care informatics, and health and social policy.

The successful candidates will have a PhD in an appropriate discipline. They will have a background in university-level curriculum development and teaching, demonstrated leadership abilities and, preferably, experience in open and distance learning institutions. Familiarity with on-line course delivery is an asset. Teaching is an expectation of the Coordinator position.

Athabasca University is located in Athabasca with regional offices in Calgary, Edmonton and Fort McMurray. It delivers university education to approximately 14,000 students. The Centre for Nursing and Health Studies offers a post-RN Bachelor of Nursing, an advanced graduate diploma in Community Nursing Practice and a Certificate in Home Health Nursing.

These academic appointments will commence March 1, 1999, or sooner. They are initially non-tenured, contingent positions with three-year renewable contracts. Rank and salary will be determined based on the applicant's qualifications.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

In accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3. Further information may be obtained from the Director, Centre of Nursing and Health Studies, Dr. Roberta Carey: on e-mail bobbiec@athabascau.ca or by phone, (403) 675-6392. **The closing date for these positions is February 1, 1999.**

Athabasca University
Canada's Open University™

lished in 1994 with support from Bell Canada. Its research addresses some of the most challenging issues related to the engineering and reliable operation of software embedded in telecommunication products and systems. More information can be found at http://www-bsr.uwaterloo.ca. The University of Waterloo is a world leader in the field of computer research and education. The Department of Electrical and Computer Engineering (http://www.ece.uwaterloo.ca) is one of the largest in Canada, with 40+ tenure/tenure-track faculty members, extensive facilities and top-grade student body. It offers two undergraduate degree programs, in computer and in electrical engineering, and two graduate programs, at the MASc and PhD level. The Department is housed in the W.G. Davis Centre for Computer Research, a modern, 300,000 ft2 building. The University is located in a pleasant, two-university town of Kitchener-Waterloo (population ~250,000). Waterloo is an apex of the technology triangle of Canada, a high-technology area in southwestern Ontario between Lake Ontario and Lake Huron, some 300 km ne from Detroit and 100 km sw from Toronto. Candidates should send their resumes to: Prof. Kostas Kontogiannis, Secretary, Search Committee, Bell Canada Professor of Telecommunication Software Reliability, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to availability of funds.

UNIVERSITY OF WATERLOO — Tenure track faculty position in the area of photonic/microwave devices and systems The Department of Electrical and Computer Engineering at the University of Waterloo is seeking an outstanding candidate for a tenure track faculty position, at the level of assistant or associate professor, in the research area of photonics and/or microwaves. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students, in the area of photonics and/or microwaves. The candidate for the position must have an earned doctoral degree with a strong research record in a relevant area. For information please visit the web (WWW) site, http://www.ece.uwaterloo.ca. Salary will be commensurate with qualification and experience. Applications with complete curriculum vitae and names of at least three references should be sent to: Professor D. Miller, Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. Applicants should be eligible for registration as a Professional Engineer in Ontario. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. Description: The successful applicant will have expertise in design of photonic and/or microwave devices, circuits and systems pertinent to wireline and wireless communication systems and networks. The individual will therefore be a member of the materials, devices and circuits theme and is expected to interact with other faculty members in photonics, microwaves, microelectronics and communications. Research interests may include one or more of the following areas: semiconductor laser diodes, high-speed electro-optic modulators, microwave planar circuits, packaging and integration of photonic/microwave components, applications of photonics and microwave technologies in communication systems. University of Waterloo currently has strong research activities in photonics, microwaves, microelectronics and communications. Infrastructure available for this research includes photonic/microwave simulation and characterization labs, a departmental clean room along with the associated device and system characterization tools for microelectronic devices and circuits. The appointee is expected to seek research funding from both government sources (e.g. NSERC, CITO, PRO, MMO) and industry (e.g. NORTEL). Teaching interests will include undergraduate and graduate courses covering electromagnetics, photonic and microwave devices, fiber-optic and wireless communications. Relevant graduate courses pertinent to photonics/microwaves will also be offered.

UNIVERSITY OF CALGARY — The Department of Electrical and Computer Engineering at the University of Calgary seeks applications for tenure-track faculty appointments at the Assistant/Associate/Full Professor level in the general areas of computer engineering, software engineering, and electrical engineering. The Department is particularly interested in qualified applicants with a demonstrated background in computer architecture, operating systems, software architectures, processes, reuse, metrics, reliability, quality, empirical software methods, embedded systems, distributed systems, microelectronics, instrumentation, communications, signal processing, controls, electromagnetics, wireless communications, rf design, electronics, system engineering, biomedical and bioelectrics. The Department wishes to fill two positions, effective July 1, 1999: (1) a tenure track assistant professor position in microelectronics, and (2) a four-year limited term assistant professor position in controls. Candidates should have a PhD in computer engineering, software engineering or electrical engineering. The successful candidates must have excellent academic credentials and an ability to develop a strong independent research program, and to teach effectively at the undergraduate and graduate levels. Rank and salary are commensurate with qualifications and experience. The Department offers degrees at the Bachelor, Masters and Doctoral levels in Electrical Engineering, and an MSc in Electrical Engineering with a specialization in Software Engineering. Degree programs will soon be introduced in Computer Engineering and Software Engineering, subject to funding. For detailed information about the Department, please see our website: http://www.enel.ucalgary.ca. The Department has excellent connections with the local and national telecommunications, communications, computer and software industries and research institutes. Over 70% of our undergraduate students undertake an industrial internship after their 3rd year. Applications should include a curriculum vitae, the names and addresses of three confidential referees, and should be sent to: Dr. Ronald H. Johnston, Head, Department of Electrical and Computer Engineering, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4; e-mail rundle@enel.ucalgary.ca; FAX: (403) 282-6855. The University of Calgary respects, appreciates and encourages diversity. Applications from women are strongly encouraged. At the present time Canadian immigration allows international applications to be processed concurrently with Canadian applications.

MCGILL UNIVERSITY — The Department of Civil Engineering and Applied Mechanics at McGill University invites applications for a tenure-track appointment at the Assistant Professor level in the area of steel structures. The Department of Civil Engineering and Applied Mechanics is one of five Departments of Engineering and two Schools within the Faculty of Engineering. The Department has 15 full-time Professors whose research and teaching interests cover the general areas of applied and computational mechanics, structural engineering, environmental engineering, geo-environmental and geotechnical engineering, fluid mechanics and water resources engineering and transportation engineering. There are approximately 225 full-time students at the undergraduate level and approximately 65 graduate students in M.Eng. and PhD programs. Applicants for this position should hold a doctoral degree and have a demonstrated commitment to teaching structural oriented courses at both the undergraduate and graduate levels. The successful candidate must demonstrate a capability to sustain research activity in the area of behaviour and design of steel structures and should have a strong interest and expertise in experimental research. The position is available as early as June 1, 1999. The screening of applicants will begin in February 1999. Interested candidates should submit an application which includes a statement of teaching and research interests, names and addresses of three referees and copies of recent publications to Professor R.D. Tapp, Chair, Department of Civil Engineering and Applied Mechanics, McGill University, 817 Sherbrooke St. W., Montreal (Quebec), H3A 2K6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The positions are subject to final budgetary approval of the University. McGill University is committed to equity in employment. Membership or eligibility for membership in a Canadian professional engineering association is a requirement.

MCGILL UNIVERSITY — The Department of Mechanical Engineering, McGill University, invites applications for a Tenure-track Position in the general area of combustion and explosion physics at the Assistant Professor level. Candidates are expected to have excellent experimental research experience in that area and to have a serious commitment to teaching the fundamental subjects in Mechanical Engineering, particularly mechanics, thermo-dynamics and gas dynamics. The successful candidate is expected to contribute to the activities of the Shock Wave Physics Research Group, which has a long and distinguished reputation for the study of high-speed turbulent deflagration and detonation phenomena. The successful candidate will also be expected to obtain membership in a Canadian engineering association. Applicants should include the following documents and information in their response: a detailed resume; a clear and concise statement (maximum 2 pages) of teaching and research interests and objectives; and the name, address, e-mail coordinates, and telephone number of at least four professional references. All application material should be sent to: Professor Stuart J. Price, Chair, Department of Mechanical Engineering, McGill University, 817 Sherbrooke Street W., Montreal, Québec H3A 2K6, Canada. Applications will be considered starting February 1, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MCMASTER UNIVERSITY — Department of Civil Engineering invites applications for a position at the Assistant/Associate Professor level (tenure track) in the area of Mechanics of Solids and Structures, commencing July 1, 1999. We have established an international reputation in structural mechanics, including earthquake engineering and computational mechanics, and are currently expanding our activities in the area of rehabilitation of structures. Applicants are required to have an undergraduate degree in civil engineering, be eligible for registration as a professional engineer, and have a PhD degree. They should have a demonstrated research expertise in two or more of the following areas: structural analysis and design, mechanics of solids (e.g., analysis of fracture, flow, wave propagation, thermal effects, etc.), constitutive relations for engineering materials, numerical techniques, rehabilitation of structures. An interest and experience in experimental research would be an asset. The successful candidate will be expected to have a strong and demonstrated commitment to teaching at both the undergraduate and graduate levels, develop a vigorous, independent research program (including the supervision of graduate students) and participate in other educational and professional activities. Salary is commensurate with experience and qualifications. Applicants are instructed to send a curriculum vitae, a statement detailing research and teaching interests, and the names of three referees to Dr. Dieter Stolle, P.Eng., Chair, Department of Civil Engineering, McMaster University, Hamilton, Ontario L8S 4L7; Telephone: (905) 525-9140 ext. 24746; fax: (905) 529-9688 or email: stolle@mcmaster.ca. The committee will begin reviewing applications after February 28, with applications closing April 15, 1999. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal people, persons with disabilities and members of visible minorities and women.

UNIVERSITY OF ALBERTA — Department of Civil and Environmental Engineering. Applications are invited for two tenure track faculty positions, commencing July 1, 1999. While our preference is to appoint at the rank of Assistant Professor, the level of appointment will depend on qualifications and experience. The successful applicants will be expected to conduct research, supervise graduate students, and teach postgraduate and undergraduate courses in their area of expertise. In addition, they will assist in the teaching of other courses at the undergraduate level. Position in Geotechnical Engineering: Candidates with strong research interests in emerging fields of Geotechnical Engineering are preferred, however outstanding individuals with expertise in other aspects of Geotechnical Engineering are also encouraged to apply. Applicants should hold a PhD, or equivalent, in Geotechnical or Geological Engineering (Engineering Geology), and have a commitment to teaching and research in a university environment. The Geotechnical and Geoenvironmental Group has 8 full-time faculty, 2 active Professors Emeritus, on average 35 graduate students, and 3 full-time technical support staff. Extensive laboratories, field equipment, and computing facilities provide staff and students with a rich research and educational environment. The Geotechnical and Geoenvironmental Engineering Group is recognized as an area of research excellence within the University of Alberta. Position in Water Resources Engineering: Candidates should have a background in Civil Engineering and an earned doctorate in water resources engineering. Applicants from all areas of specialization are encouraged to apply. The Water Resources Engineering Group currently has five full-time faculty members. In addition, the T. Blench Hydraulics Lab, equipped with state-of-the-art experimental and computational research facilities, is staffed by two full-time technical specialists. Together with the Environmental Engineering group, the Water Resources Engineering group is recognized as an area of research excellence within the University of Alberta. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 25,000 undergraduate and 4,000 graduate students. The Department of Civil and Environmental Engineering, which includes the School of Mining and Petroleum Engineering, has graduate programs in Construction, Environmental, Geotechnical, Mining, Petroleum, Structural, and Water Resources Engineering. The Department's current undergraduate enrollment is 569, and at the graduate level, there are 181 full-time and 44 part-time students. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 700,000 people, and offers a diverse array of cultural and sporting activities year round. The City has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae including employment history, citizenship, a statement concerning research and teaching interests, and names of at least three referees to: Dr. T.M. Hrudey, Chair, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta, T6G 2G; Telephone: (403) 492-7620; Fax: (403) 492-0249. Department Website: www.civil.ualberta.ca. Geotechnical Website: www.civil.ualberta.ca/geot/geothome.htm. Water Resources Website: www.civil.ualberta.ca/water. Application deadline is January 31, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CONCORDIA UNIVERSITY — The Department of Computer Science invites applications for two tenure-track faculty positions at the Assistant or Associate Professor rank commencing June 1, 1999, in the area of Software Engineering. Our new undergraduate software-engineering program covers the specification, design, implementation and maintenance of large-scale software, as well as management issues concerned with the production of such software. There are several faculty members in the department working in the area of software specification, design and reuse, and user interfaces. We are especially interested in candidates with expertise in one or more areas of software engineering such as: software

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McGill

Dean of Continuing Education

Nominations and applications are invited for the position of Dean of Continuing Education. The appointment, effective 1 June 1999, is normally for a five-year term and may be renewed.

The Dean of Continuing Education is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programmes, budgets, and all activities of the Centre. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

McGill University is committed to equity in employment.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted to:

Dr. T.H. Chan
Vice-Principal (Academic)
McGill University
845 Sherbrooke Street West
Montreal, Quebec H3A 2T5

The deadline for receipt of applications is **31 January 1999.**

INSTRUCTOR ECONOMICS AND FINANCE

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,000 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.

Duties: The Department of Economics and Finance invites applications for a continuing position in finance, effective 1 August 1999. The successful applicant will teach third and fourth year undergraduate courses in Corporate Finance and Investments, and may be called on to teach in other business and economics fields as appropriate. Teaching assignment typically will be three courses of 25 - 40 students per semester.

Qualifications: • Ph.D. (or prospect of imminent competition) in Finance or another relevant field • Evidence of excellence in teaching undergraduate Finance is highly desirable • Fluency in English is essential • Excellence or promise of excellence in scholarly activity is required.

For additional information please contact Dr. James Seldon, Director, School of Business at e-mail: jseldon@caribco.bc.ca

Commencement Date: 1 August 1999

Closing Date for Applications: 5 February 1999

The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae and recent teaching evaluations, quoting the Competition #98-100 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

THE UNIVERSITY COLLEGE OF THE CARIBOO

Irene Bazell, Human Resources Officer
The University College of the Cariboo
P.O. Box 3010
Kamloops, BC
V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.

AMS DIRECTOR

Associated Medical Services, INC. Programs

History of Medicine, (Hannah Institute),
Medical Education, Bioethics

Associated Medical Services, Inc. (AMS) invites applications for the position of Director, AMS Programs, effective no later than July 1, 1999. This position includes responsibility for the activities of the Hannah Institute for the History of Medicine and AMS Programs in the areas of medical education and bioethics.

Responsibilities for the Hannah Institute include acting as overall administrator, maintaining close liaison with the Canadian history of medicine community and exercising vision and initiative with regard to the history of medicine.

The successful applicant would also be the administrator of the AMS programs in medical education and bioethics. This involves initiating and maintaining links with the medical education and bioethics communities in Canada.

In view of these responsibilities, which include close collaboration with AMS staff, board and committee members, the successful applicant will require a considerable array of interpersonal skills including that of public relations.

Applicants should have a demonstrated scholarly expertise in the history of medicine as well as some administrative expertise. Experience in the application of educational principles and knowledge of the Canadian bioethics community would be desirable.

Application and curriculum vitae should be addressed to:

Professor Abbyann Lynch, President
Associated Medical Services, Inc.
14 Prince Arthur Avenue, Suite 101
Toronto, ON M5R 1A9

Applicants should ensure that three confidential letters are sent directly to the AMS office by the applicants' referees. The deadline for receipt of applications is **March 15, 1999.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Associated Medical Services, Inc. is committed to the principle of employment equity.

TENURE TRACK POSITIONS

The University of Northern British Columbia invites applications for three tenure track faculty positions in the Nursing Program. The Nursing Program provides practice-based nursing education at the undergraduate and graduate level with foci in the areas of: Rural and Northern Nursing, Community Health, and Aboriginal Health. The Program offers a four year BSN in collaboration with the College of New Caledonia, a post-Diploma BSN and a nursing stream within an interdisciplinary MSc in Community Health. Planning is under way for a program in expanded and advanced practice for rural and remote communities.

RURAL NURSING & ACUTE CARE NURSING

You have a strong clinical background/clinical nursing expertise in acute care, rural, outpost, or primary care. Ideal candidates have a doctoral degree or equivalent with a least one degree in nursing. You are also eligible for registration with the RNABC and have teaching experience along with evidence of scholarship. Eligibility for Nurse Practitioner Certification would be an asset for one of the positions.

ADVANCED PRACTICE-PRIMARY CARE NURSING

You have a strong clinical background/clinical expertise in advanced practice nursing, preferably in a primary care setting. Ideal candidates have a doctoral degree or equivalent with at least one degree in nursing, and are eligible for certification as a Nurse Practitioner. Eligibility for registration with the RNABC is required as well as teaching experience and evidence of scholarship.

Successful applicants will be expected to teach at the undergraduate and graduate levels, practice, and pursue a program of research. Rank and salary are commensurate with education and experience. Please forward your letter of application and curriculum vitae with the names, addresses and fax numbers of three references by **February 28, 1999,** to: **Dr. Deborah Poff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: 250-960-7300.** Inquiries may be made to: **Dr. Martha MacLeod, Chair, Nursing Program, macleod@unbc.ca.**

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA ENCOURAGES APPLICATIONS FROM WOMEN, ABORIGINAL PEOPLES, PERSONS WITH DISABILITIES AND MEMBERS OF VISIBLE MINORITIES.

project management, distributed software development (including component integration and systems design from scratch), and user-interface design. Applicants should have a PhD degree in computer science or a related field with a good publication record in the area of software engineering. A candidate at the assistant professor level is expected to have strong interest and ability to teach effectively at the Bachelors, Masters and PhD levels. At the associate professor level, demonstrated excellence in both research and teaching are required. Included in the responsibilities of the successful candidates are: participation in the development of courses and laboratories, supervision of graduate students, and the pursuit of external research funding, industrial collaborations and technology transfer. The Department houses approximately 700 undergraduates and 200 graduate students. Its activities are supported by approximately 29 full-time faculty and 15 staff members. The Department has established a research centre, CENPARMI (Centre for Pattern Recognition and Machine Intelligence) with a specialization in pattern recognition and related expert-systems research.

The Department is also involved in two inter-university research centres in mathematical computing and in VLSI architectures. Several members participate in the Network of Centres of Excellence (for example, CITR and IRIS). To promote actions from women, aboriginal peoples, visible minorities and disabled persons

ROYAL MILITARY COLLEGE OF CANADA — The Mechanical Engineering Department of the Royal Military College of Canada invites applications for a position at the level of Assistant Professor with expertise in an appropriate Mechanical Engineering discipline. Preference may be given to candidates having expertise in Aerodynamics, Propulsion, or Materials. The required qualifications are a PhD in Mechanical Engineering, publications in the area of specialty, and acceptable teaching experience. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. All candidates must be eligible for registration as Professional Engineers. The successful candidate must be capable of teaching, in both English and French, in his or her area of specialization as well as in other areas of Mechanical Engineering. Preference may be given for acceptable experience in the Department of National Defence or service in the Canadian Forces. The salary range is under negotiation but was $37,389 to $54,911 for Assistant Professors in 97/98. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of three years. Applications, including a Curriculum vitae, proof of education, and the names and addresses of three referees, should be addressed to: Dr. M.F. Bardon, Head, Department of Mechanical Engineering, Royal Military College of Canada, Po Box 17000 Stn Forces, Kingston, on K7K 784. The starting date for this position will be 1 July 1999. The closing date for applications is 31 March 1999. In conformity with Canadian immigration policies, these positions are offered to Canadian citizens, in the first instance, and to landed immigrants and permanent residents in the second instance. The Royal Military College of Canada is a coeducational institution and these positions are offered equally to men and to women. On peut obtenir une version française de cette annonce en s'adressant à : M. Bardon, Directeur, Departement de génie mécanique, Collège militaire royal du Canada, C.P. 17000 Succ Forces, Kingston, ON K7K 784.

COLLÈGE MILITAIRE ROYAL DU CANADA — Le département de génie mécanique du Collège militaire royal du Canada cherche à combler un poste régulier au rang de professeur(e) adjoint(e) avec spécialisation dans un domaine convenable de génie mécanique. Une préférence pourrait être accordée aux candidats(es) ayant une expertise en aérodynamique, propulsion ou matériaux. Les qualifications cherchées comprennent un doctorat en génie mécanique (PhD), des publications dans son domaine de spécialisation et une expérience acceptable en enseignement. Il est possible d'étudier les dossiers des candidats(es) exceptionnel(l)es qui sont sur le point de compléter leur thèse de doctorat. Tout(e)s les candidat(e)s devront être éligibles à agir à titre d'ingénieurs. Le candidat ou la candidate sélectionnée(e) doit être capable d'enseigner en français et en anglais dans son domaine de spécialisation ainsi que dans d'autres domaines de génie mécanique. Une préférence pourrait être accordée aux candidat(es) ayant de l'expérience acceptable au sein du Ministère de la défense nationale ou un service dans les Forces canadiennes. L'échelle salariale pour les professeur(es) adjoints(es) est environ de 37,389 à 54,911 pour 1997-98. Le salaire accordé dépendra de l'expérience et des qualifications du candidat(e). Il y aura une période de stage de trois ans. Toute demande, accompagnée d'un curriculum vitae et d'une attestation d'étude ainsi que des noms et adresses de trois références, doit être envoyée à : Dr M.F. Bardon, Directeur, Département De Génie Mécanique, Collège Militaire Royal du Canada, C.P. 17000 Succ Forces, Kingston, ON K7K 784. La date d'entrée en fonctions est le 1er juillet 1999. La date limite d'acceptation des candidatures est le 31 mars 1999. Selon les politiques canadiennes d'immigration, ces postes sont offerts en priorité aux citoyens et citoyennes du Canada, et en seconde priorité, aux résidents(e)s permanent(e)s et immigrant(e)s reçu(e)s. Le collège militaire royal du Canada est une institution mixte et ce poste est offert également aux femmes et aux hommes. To obtain an English version of this ad please write to : Dr M. Bardon, Head, Department of Mechanical Engineering, Royal Military College of Canada, PO Box 17000 Stn Forces, Kingston, ON K7K 784

ENGLISH

ST. FRANCIS XAVIER UNIVERSITY — The Department of English St. Francis Xavier University invites applications for a tenure-track position in Canadian Literature. The successful candidate will teach a general introductory survey course an upper-level undergraduate course in Canadian Literature. Secondary specializations in American Literature or Creative Writing would be an asset. The Candidate must hold a PhD and be able to demonstrate a strong record in teaching and research. Those interested should submit a letter of application, a curriculum vitae, and ask three referees to send letters of support to Sheldon Currie, Chair, Department of English, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2W5. Canadian immigration requirements, this announcement is directed to Canadian Citizens and permanent residents of Canada. St. Francis Xavier University is committed to the principle of employment equity. Subject to budget approval consideration of applications will begin on February 1, 1999.

THE UNIVERSITY OF WINNIPEG — The Department of English, The University of Winnipeg, invites applications for a probationary tenure-track appointment, at the level of Assistant Professor. Subject to budgetary approval, this appointment will be effective July 1, 1999. Salary commensurate with qualifications and experience. A completed PhD and a demonstrable commitment to research are required; teaching experience is desirable. Candidates should be willing to contribute to the teaching strengths of the department, particularly in our first-year courses, and should have an interest in critical theory. We seek candidates with a specalization in Children's Literature and one or more of the following areas: 18th-Century literature; Aboriginal Literature, and Postcolonial Literatures. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by February 22, 1999, send a curriculum vitae and the names of three referees to: Dr Neil Besner, Chair, Department of English, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9, fax: 204-774-4134

www.cs.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons

ROYAL MILITARY COLLEGE OF CANADA — The Mechanical Engineering Department of the Royal Military College of Canada invites applications for a position at the level of Assistant Professor with expertise in an appropriate Mechanical Engineering discipline. Preference may be given to candidates having expertise in Aerodynamics, Propulsion, or Materials. The required qualifications are a PhD in Mechanical Engineering, publications in the area of specialty, and acceptable teaching experience. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. All candidates must be eligible for registration as Professional Engineers. The successful candidate must be capable of teaching, in both English and French, in his or her area of specialization as well as in other areas of Mechanical Engineering. Preference may be given for acceptable experience in the Department of National Defence or service in the Canadian Forces. The salary range is under negotiation but was $37,389 to $54,911 for Assistant Professors in 97/98. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of three years. Applications, including a Curriculum vitae, proof of education, and the names and addresses of three referees, should be addressed to: Dr M.F. Bardon, Head, Department of Mechanical Engineering, Royal Military College of Canada, Po Box 17000 Stn Forces, Kingston, on K7K 784. The starting date for this position will be 1 July 1999. The closing date for applications is 31 March 1999. In conformity with Canadian immigration policies, these positions are offered to Canadian citizens, in the first instance, and to landed immigrants and permanent residents in the second instance. The Royal Military College of Canada is a coeducational institution and these positions are offered equally to men and to women. On peut obtenir une version française de cette annonce en s'adressant à : M. Bardon, Directeur, Departement de génie mécanique, Collège militaire royal du Canada, C.P. 17000 Succ Forces, Kingston, ON K7K 784. La date d'entrée en fonctions est le 1er juillet 1999. La date limite d'acceptation des candidatures est le 31 mars 1999. Selon les politiques canadiennes d'immigration, ces postes sont offerts en priorité aux citoyens et citoyennes du Canada, et en seconde priorité, aux résidents(e)s permanent(e)s et immigrant(e)s reçu(e)s. Le collège militaire royal du Canada est une institution mixte et ce poste est offert également aux femmes et aux hommes. To obtain an English version of this ad please write to : Dr M. Bardon, Head, Department of Mechanical Engineering, Royal Military College of Canada, PO Box 17000 Stn Forces, Kingston, ON K7K 784

THE UNIVERSITY OF WINNIPEG — The Centre for Academic Writing at the University of Winnipeg invites applications for a tenure-track position at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 1999. Salary commensuate with qualifications and experience. The successful candidate will have a PhD in Rhetoric, or in English or Communications with a rhetoric/composition concentration, and a strong commitment to undergraduate teaching and research in rhetoric/composition. Teaching duties will include first-year Academic Writing with a choice of disciplinary focus in the humanities, social sciences, natural sciences, or a specific topic area; and upper level CAW courses such as Rhetorical Criticism, Professional Style and Editing, and Rhetoric in the Disciplines. Candidates with an interest in media, and/or electronic and computer-mediated communication will be encouraged to apply this knowledge to their teaching. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by March 1, 1999, send a curriculum vitae, including three letters of reference, and a sample of research to: Amanda Goldrick-Jones, Acting Director, Centre for Academic Writing, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, fax: 204-774-4134.

UNIVERSITY OF MANITOBA — The Department of English at the University of Manitoba offers M.A. and PhD programs in literature and undergraduate programs in literature, film and theatre. The department operates a media lab and offers both scholarly and creative thesis options for the M.A. We invite applications for two full-time tenure track positions at the rank of Assistant Professor beginning July 1, 1999, or soon thereafter (subject to final budgetary approval). We welcome applications in the following areas: American Literature, Canadian Literature, and Theatre (where a special interest in dramaturgy would be an asset). We particularly invite applications from persons who have a substantial background in more than one of these areas, who have interdisciplinary interests and expertise and who are able to teach general as well as specialized courses. Applicants must have completed the PhD by the date of appointment. The 1999-2000 salary range for these positions is $41,277 - $68,000. Salary will be commensurate with experience and qualifications. The successful candidates will be expected to teach a first-year course as well as undergraduate courses in their areas of specialization, and will be granted a half-course load reduction for the first year. Staff are eligible to apply to university programs in aid of research, and will receive both a travel and a professional development allowance. Additional duties will include research and department/community service. The University of Manitoba is located in Winnipeg, Manitoba, a vibrant city with a highly developed arts and cultural scene, including symphony orchestra, ballet, opera, and very active writing, film and theatre communities. The University of Manitoba encourages applications from all qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Please submit a letter of application, curriculum vita, teaching dossier and writing sample. We ask that you arrange to have original transcripts of all post-secondary work and three letters of reference to be forwarded, no later than February 19, 1999 to: Professor W. John Rempel, Acting Head, Department of English, 625 Fletcher Argue Building, University of Manitoba, Winnipeg, MB, Canada R3T 5V5.

UNIVERSITY OF SASKATCHEWAN — Department of English. Applications are invited for a tenure-track position as an Assistant Professor in the Department of English to commence on 1 July 1999, the appointment being subject to budgetary approval. The primary responsibility will be to direct and teach a course in Communication for Commerce students. Candidates should also be able to contribute to the English programme. The PhD and demonstrated strength in teaching are essential; published research is desirable. Applicants should send a curriculum vitae, transcripts, and ask three referees to write directly to Professor P.M. Bidwell, Head, Department of English, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK S7H 5A5 no later than 28 February 1999 Applicants are invited to consult www.usask.ca/english for additional information about this appointment. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal peoples, people with disabilities and visible minorities) are encouraged to self-identify on their applications. We also invite applicants to submit information regarding non-traditional forms of research. This position has been cleared for hiring within the tier-two level. Applications are invited from qualified individuals, regardless of their immigration status.

UNIVERSITY OF WATERLOO — English. Applications are invited for a tenure-track position in the Department of English at an Assistant or Associate Professor level in American Literature. We are primarily interested in candidates with expertise in American prose in any area or combination of areas. Applications are especially encouraged from candidates with secondary strengths in areas such as Rhetoric and Professional Writing. A PhD and demonstrated strengths in teaching and research are required. Duties will include teaching undergraduate and graduate courses. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 1999. Send resumes, transcripts, writing samples, and letters of reference no later than 1 February 1999 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

SAINT MARY'S UNIVERSITY — The Department of English, Saint Mary's University, Halifax, invites applications for a tenure-track faculty position at the Assistant Professor level. The successful candidate will possess a PhD in English with a special interest in Cultural Studies. A strong secondary specialization in one of the following areas would be an asset: Medieval, Early Modern, Nineteenth Century American Literature, Drama. Teaching duties include introductory courses. Candidates are asked to forward a curriculum vitae, a writing sample of less than 25 pages, as well as 3 letters of reference to be sent directly to: Selection Committee Department of English Saint Mary's University Halifax, Nova Scotia B3H 3C3 The position will commence as of September 1, 1999. Deadline for applications is February 15, 1999. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity Visit our website >http://www.stmarys.ca.

UNIVERSITY OF NEW BRUNSWICK — The Department of Humanities and Languages, Faculty of Arts at the University of New Brunswick, Saint John, invites applications for a tenure-track position at the level of Assistant Professor to commence July 1, 1999. Qualifications: PhD in English with a specialization in the literature of the seventeenth/eighteenth centuries. Applications are especially encouraged from applicants with a secondary interest in Film and/or Media Studies, Popular Culture, or Science Fiction. Experience in interdisciplinary teaching or research is also an asset. Successful candidates will be generalists with a strong and demonstrated commitment to teaching and research. Candidates should send a letter of application, a current curriculum vitae, and the names of three referees no later than February 1, 1999 to: Dr. Ken Coates, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, NB, Canada E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principal of employment equity. For further information, contact Dr. Charles Stewart-Robertson (cr@unbsj.ca) or Dr. Robert Moore (rjmoore@unbsj.ca).

ENVIRONMENTAL STUDIES/ TOURISM

UNIVERSITY OF WATERLOO — Tourism. The Faculty of Environmental Studies at the University of Waterloo invites applications for a tenure-track Assistant Professor in Tourism. Candidates should have a strong background in aspects of tourism broadly-conceived rather than specifically in hospitality or catering. Through an appropriate record of research or industrial experience, the candidate will demonstrate an ability to undertake research and contribute to teaching in tourism and be familiar with relationship between tourism and such areas as resources management, parks and protected areas, natural or built heritage, land use analysis and planning, and local or international development. The candidate is expected to be a strong contributor to teaching and research activities at both the graduate and undergraduate levels. The Faculty of Environmental Studies consists of the School of Architecture, the Department of Environment and Resource Studies, the Department of Geography, and the School of Planning. The successful candidate will be appointed in the Faculty of Environmental Studies but is also expected to maintain a close working relationship with the Department of Recreation and Leisure Studies. For additional information about the Faculty see: http://www.fes.uwaterloo.ca/. Applicants should have a PhD or equivalent extensive experience. The appointment will be effective 1 September 1999. Applications must include a letter of application stating career objectives, assessment of experience and achievements, approach to learning and teaching, and research goals and potential. Applicants must include with the letter of application a current curriculum vitae, and names (with contact information) of four possible referees. The first stage in the review of applicants will be based on the letter of application and the C.V. References will be contacted for those being considered in the second stage of the review. Complete applications are due by 1 February, 1999. Applications should be sent to: Chair, Faculty Search Committee, Office of the Dean, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native Peoples, and persons with disabilities. This appointment is subject to the availability of funds.

FAMILY PRACTICE

UNIVERSITY OF BRITISH COLUMBIA — The Department of Family Practice invites applications for two grant tenure track full-time academic faculty physicians to join the Department. The first of these positions will be available by March 1999 and the second in July 1999. The positions involve the clinical supervision of residents as well as the development of individual research and scholarly careers. The incumbent in one of the positions will be expected to assume the directorship of the Family Practice Teaching Unit on the UBC Point Grey campus. One incumbent will also be expected to assume the role of Director of Undergraduate Programs for the Department of Family Practice. Required qualifications include eligibility for a license to practice in British Columbia, Certification by the College of Family Physicians of Canada and experience in the active practice of family medicine. Proven interest in teaching and research and the ability to practice the full range of family medicine including hospital service and obstetrics is expected. This position is subject to budgetary approval. Salary and rank will be commensurate to qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Interested individuals should submit their curriculum vitae, selected reprints and the names and addresses of three referees to: Dr. Robert Woollard, Royal Canadian Legion Professor and Head, Department of Family Practice, University of British Columbia, 5804 Fairview Avenue, Vancouver, BC V6T 1Z3. Anticipated start date: March/July 1999 or by arrangement. Application deadline: February 28, 1999.

FILM & VIDEO

UNIVERSITY OF WESTERN ONTARIO — The Faculty of Information and Media Studies and the Department of Visual Arts invite applications for a full-time probationary (tenure-track) faculty appointment at the rank of Assistant Professor in Film/Video Production and Theory. This position is a joint appointment between the two units. The successful candidate will have an MFA or PhD in film/video theory and production or a related discipline, and active record in narrative, short film or documentary production. The ideal candidate for the joint appointment will combine a critical understanding of the forms of popular culture with knowledge of the parallel developments in experimental film, video art and multimedia. Proven experience in directing film/video and in all aspects of production is necessary. Teaching experience is an asset. The successful applicant will work collaboratively to develop and teach courses in film/video production and theory within existing programs in multimedia and film in Visual Arts. At the same time, the successful candidate will strengthen the area of film and media studies within the Faculty of Information and Media Studies, a faculty that takes as its scholarly domain the role and impact of information, media and communications in the lives of individuals and society. Letters of application, curriculum vitae, examples of recent scholarly and film/video work and names and addresses of three referees should be addressed to: Dr. Manjunath Pendakur, Dean, Faculty of Information & Media Studies, The University of Western Ontario, Middlesex College, London, ON Canada N6A 5B7; (519) 661-3542 (ph.); (519) 661-3506 (fax); Pendakur@julian.uwo.ca www.fims.uwo.ca. The closing date for applications is January 15, 1999 or when the position is filled. Position is subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

YORK UNIVERSITY — Department of Film & Video invites applications for a full-time tenure-track position at the level of assistant or associate professor in Production, effective July 1, 1999 (subject to budgetary approval by the University). The Department offers an Honours B.A. and B.F.A. programme and an M.F.A. programme with specializations in production, screenwriting and historical, critical and theoretical studies. Responsibilities of the position will include the teaching of a full range of appropriate undergraduate and graduate courses embracing both the technical and creative aspects of film and video production, with particular emphasis on digital production (including digital post-production techniques), and the advising of students at both the undergraduate and graduate levels. A particular responsibility involves the supervision of graduate production theses. The successful candidate will also be expected to contribute to the artistic, creative and scholarly goals of the Department. Additional responsibilities will include serving on Department, Faculty and University committees, administrative assignments and curriculum assessments. Applicants for the position must hold a post-graduate degree or diploma in a relevant discipline or equivalent professional experience. Demonstrated excellence, with at least five years professional experience as a film or video maker is essential, as is teaching experience in a post-secondary film and video programme. An ability to contribute to the teaching of courses in screenwriting and/or historical, critical and theoretical studies would be an asset. Salary is commensurate with experience and qualifications. The deadline for receipt of applications is January 31, 1999. A letter of application, a curriculum vitae and three letters of reference must be sent to: Scott Forsyth, Chair, Department of Film & Video, Room 222, Centre for Film and Theatre, York University, 4700 Keele Street, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINANCE

ATHABASCA UNIVERSITY, Canada's Open University, invites applications for a tenure-track appointment in Finance at the Assistant/Associate level in the Centre for Commerce and Administrative Studies, Open School of Business. Responsibilities include the development, teaching, and co-ordination of undergraduate distance education courses in Finance. The ideal candidate should hold a PhD (or be near completion) in Finance or a closely related field. Preference will be given to candidates with experience in distance or adult education. Athabasca University is located in the town of Athabasca in the beautiful cottage country in North-central Alberta 150km north of Edmonton with regional offices in Calgary, Edmonton and Fort McMurray. It delivers university education to approximately 14,000 students a year. Athabasca University maintains an environment that develops and supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three references to: Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, or fax (403) 675-6450. Further information about this position may be obtained from Dr. S.O. Chowdhury at (403) 675-6402, fax (403) 675-6338 or e-mail shamsudc@athabascau.ca. This position will remain open until a suitable candidate is selected.

UNIVERSITY OF ALBERTA — The Faculty of Business invites applications or nominations for the A.F. (Chip) Collins Chair in Finance in the Department of Finance and Management Science. We will consider candidates with an excellent research and teaching record in any important finance field, including both private and public sector financial issues. The Collins Chairholder will be expected to interact with the business community and participate in media and other activities that enhance the visibility of the Department within the community. The requirement of excellence in teaching and interaction with the external community can be lessened for candidates who have recently published papers in top-tier finance journals and have the potential to do so in the future. The rank will be Associate Professor or higher, salary will be commensuate with qualifications and experience. The A.F. (Chip) Collins Chair in Finance was established in 1985 by a group of Canada's leading investment dealers. Their purpose was to honour "Chip" Collins for his outstanding achievements and contributions to the financial industry in Alberta. A former Alberta Deputy Provincial Treasurer, Mr. Collins was instrumental in developing and directing Alberta's Heritage Savings Trust Fund, which has proven to be of vital importance to the economy and residents of Alberta. Further information about Edmonton, the Faculty of Business and the Department of Finance and Management Science can be obtained at www.bus.ualberta.ca/Finance-MgmtSci/. Applications should be directed to: Prem. P. Talwar, Chair, Department of Finance and Management Science, 4-20J Faculty of Business Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. Tel: (403) 492-2457, Fax: (403) 492-9924, E-mail: prem.talwar@

Saint Mary's University
Department of Accounting

The Department of Accounting in the Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, invites applications for either of two faculty positions in accounting — a tenure-track position and a one-semester replacement (Autumn) for a one-semester leave of absence. Both appointments will commence September 1, 1999.

The tenure-track appointment requires strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. Possession of a professional designation is also desirable. A particular need is in information systems, although candidates in any area of accounting are invited. In the case of the one-semester sessional appointment, candidates in possession of an appropriate masters degree along with a professional accounting designation will be considered.

Saint Mary's is a public university with approximately 7,500 students, offering a variety of undergraduate and graduate degrees, as well as supporting active extension and part-time programmes. The Frank H. Sobey Faculty of Commerce is housed in a new facility, fully compatible with the latest advances in information technology.

Applicants may submit a letter of application, curriculum vitae and the names of three references to:

Dr. Bryan Emerson, Chair
Department of Accoung
Saint Mary's University
Halifax, Nova Scotia B3H 3C3

Phone: (902) 420-5271
Fax: (902) 420-5129

Closing date for applications is **February 28, 1999.**

This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of Employment Equity.

Visit our website at www.stmarys.ca

DALHOUSIE UNIVERSITY
Associate Director of the Health Law Institute

Dalhousie University invites applications for the position of the Associate Director of the Health Law Institute to commence July 1, 1999.

Candidates with the following qualifications are sought: and LL.B., and an LL.M. or a doctorate, a high level of academic achievement at all levels; and a strong research record and/or demonstrated capacity for scholarly research in the field of Health Law. Demonstrated teaching ability is an asset.

Because of the interdisciplinary nature of the Institute, the successful candidate will be expected to teach, conduct research, and provide consultation services in Health Law in a variety of disciplinary settings.

He successful applicant will receive a probationary tenure-track appointment in the Faculty of Law.

The closing date for applications is **January 30, 1999.**

Letters of application accompanied by a curriculum vitae, copies of university transcripts, and three letters of reference, at least two of which must be academic references, should be forwarded to:

Dean Dawn Russell
Faculty of Law
Dalhousie University
6061 University Avenue
Halifax, Nova Scotia B3H 4H9

Phone: (902) 494-2114
Fax: (902) 494-1316

Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, racially visible people, persons with a disability, and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CAREERS SECTION · SECTION DES CARRIÈRES

ualberta.ca. Anticipated starting date is July 1, 1999. Applications will be accepted until the position is filled. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

FRENCH

UNIVERSITY OF MANITOBA — The Department of French, Spanish and Italian at the University of Manitoba, subject to final budgetary approval, invites applications for a full-time tenure-track appointment at the rank of Assistant Professor. The appointment will commence on July 1, 1999 or soon thereafter. Qualifications and background: The successful candidate must have a PhD by the time of the appointment with specialization in at least one but preferably two of the following areas: la francophonie, the 19th century, critical theory. He/she must also be able to teach French language and literature at the B.A., M.A. and PhD levels and have an active research profile in his/her area of specialization. Salary: The 1999-2000 salary range for the position is $41,277 to $48,500. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application, curriculum vitae and three letters of reference should be sent to Dr. Alan MacDonell, Head, French, Spanish and Italian, 430 Fletcher Argue, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Deadline for receipt of applications is March 19, 1999

UNIVERSITÉ DU MANITOBA — Le Département de Français, d'Espagnol et d'Italien de l'Université du Manitoba, sujet à approbation budgétaire, sollicite des candidatures au poste de professeur(e) adjoint(e) de français. Ce poste à plein temps pourra conduire à la permanence. Date d'entrée en fonctions : le 1er juillet 1999. Exigences : posséder au moment d'entrer en fonctions un doctorat en littérature française avec spécialisation dans au moins deux des domaines suivants : 19e siècle, littérature de la francophonie, théorie critique; avoir fait preuve d'une aptitude à la recherche; pouvoir enseigner des cours de langue et de littérature dans le cadre de nos programmes de B.A., de M.A. et de PhD. Le/la candidat(e) doit posséder une excellente maîtrise du français. Salaire : en fonction de la formation et de l'expérience du/de la candidat(e). Minimum 41 277$; maximum 48 500$. L'Université du Manitoba encourage les candidatures de femmes et d'hommes compétent(e)s, y compris les membres des minorités visibles, les personnes d'origine autochtone et les personnes handicapées. Conformément à la législation canadienne en matière d'immigration, cette annonce s'adresse en priorité aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s du Canada. Envoyer curriculum vitæ et trois lettres de référence à Alan MacDonell, Directeur, Département de Français, d'Espagnol et d'Italien, 430 Fletcher Argue Building, Université du Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Date limite des candidatures : le 19 mars 1999.

UNIVERSITY OF NEW BRUNSWICK — The Department of Humanities and Languages, Faculty of Arts at the University of New Brunswick, Saint John, invites applications for a tenure-track position at the assistant professor level to commence July 1, 1999, subject to budgetary approval. Areas of expertise: Applied Linguistics (with a strong Linguistics component) and/or Francophone literature and culture. Requirements: PhD; native or near native proficiency in French, and bilingual proficiency in English; teaching experience of French as a second language; strong record of research. Responsibilities: teach undergraduate language courses and participate in interdisciplinary programs (TESL or International Studies). Candidates should send a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent no later than January 15, 1999 to : Dr. Ken Coates, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, NB, Canada E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to employment equity and encourages applications from all qualified candidates, including Aboriginal people, persons with disabilities, members of visible minorities and women

UNIVERSITÉ DE NOUVEAU BRUNSWICK — La Département des Humanités et ties Langues, la Faculté des Arts, offre un poste de professeur(e) adjoint(e), menant à la permanence. Date d'entrée en fonction: le 1er juillet 1999, poste disponible sous réserve d'approbation budgétaire. Spécialité: linguistique appliquée (avec une forte composante linguistique) et/ou littératures et cultures francophones. Exigences: Doctorat; excellente connaissance de la langue française et anglaise; expérience dans l'enseignement du français comme langue seconde; un dossier de recherche promettant. Fonctions: enseignement des cours de langue et participation aux programmes interdisciplinaires (TESL ou Études internationales). Les candidat(e)s doivent faire parvenir leur lettre de demanda et leur curriculum vitæ, et trois lettres de recommandation confidentielles, au plus tard le 15 janvier 1999 a : Dr. Ken Coates, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, NB, Canada E2L 4L5. En accord avec les exigences du ministère de l'immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résident(e) permanent(e)s du Canada. L'Université du Nouveau Brunswick respecte une politique d'équité en matière d'emploi: on encourages les femmes, les autochones, les membres de minorités visibles et les personnes handicapées a poser leur candidature.

SAINT MARY'S UNIVERSITY — Department of Modern Languages and Classics, invites applications for a tenure-track appointment in French, commencing September 1, 1999, at the rank of Assistant Professor. Applicants should possess a PhD and native or near-native fluency in French. The ideal candidate will have demonstrated expertise and a strong commitment to language teaching. Knowledge and research activity in the areas of second language pedagogy, program implementation, CALL, and Quebec studies would be an asset. The Department is seeking a colleague of high promise in the areas os both teaching and research. Letters of application accompanied by an up-to-date curriculum vitae, copies of teaching evaluations, a teaching dossier (if available) and the names of three referees should be addressed to: Dr. G. Nahrebecky, Chair, Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Closing date for applications is January 15, 1999. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website http://www.stmarys.ca.

GEOGRAPHY

UNIVERSITY OF MANITOBA — The Department of Geography at the University of Manitoba invites applications for a full-time tenure track appointment at Assistant Professor rank in physical geography and GIS as they pertain to disaster management. The appointment will begin on July 1, 1999 or soon thereafter. The successful candidate must have a PhD in Geography or related physical science field by the commencement of the appointment. Preference will be given to candidates with a strong background in one or more of the following : applied climatology; climate change; extreme weather events; synoptic or boundary layer processes. The applicant will also have a grounding in geomatics technologies (remote sensing, geographic information systems, global positioning systems) and/or numerical process modelling. The successful candidate would be expected to teath undergraduate and graduate courses in climatology, climate change, and geomatics. Candidates must have a strong commitment to teathing and applied research in physical geography. The successful candidate will be a member of the Department of Geography, Faculty of Arts, and will participate in research within and assist in the management of the proposed Disaster Information Centre (DICE). DICE is a potential multimillion dollar research, teaching and service centre which will be located at the University of Manitoba. DICE would enable private, public and academic partners to collaborate on aspects of disasters, such as floods and droughts, using space-based information technologies. The 1999-2000 salary range for the position is between $41,277 and $48,500. Salary will be commensurate with experence and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and people with disabilities. Women are particularly encouraged to apply. Priority consideration will be given to Canadian citizens and permanent residents. Applicantrs, curriculum vita, and three letters of reference should be sent to Dr. Geoffrey C. Smith, Head, Department of Geography, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. Telephone (204) 474-9801, FAX (204) 275-8281, e-mail smithge@ms.umanitoba.ca. The closing date for applications is February 19, 1999.

QUEEN'S UNIVERSITY — Department of Geography. Available from July 1, 1999: a tenure track position at the Assistant Professor level in Economic and/or Urban Geography. PhD required. Salary will be commensurate with qualifications and experience. The department of geography seeks an outstanding individual with research interests in contemporary economic and/or urban geography focused on North America. Applicant's interests should complement, rather than duplicate, existing faculty strengths. The appointee will be expected to contribute to teathing in both the graduate and undergraduate programmes. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Candidates should submit a letter of application, a curriculum vitae, as ample of their scholarly writing and the names of three referees by February 15, 1999 to Dr. Anne Godlewska, Acting Head, Department of Geography, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF TORONTO — Department of Geography And Programme in Planning And The Institute For Environmental Studies, Environmental Geographer. The Department of Geography and Programme in Planning and the Institute for Environmental Studies, University of Toronto, invite applications for a tenure-track position at the assistant professor level in Environmental Geography beginning July 1, 1999. The appointment is joint between the Department of Geography and Programme on Planning and the Institute for Environmental Studies. The successful candidate should have demonstrated research and teaching interests in environment and resource management, sustainable development and environmental policy. Experience in national and international environmental issues and problems would complement the department's and the institute's considerable strengths. In studying human-environment interactions. The successful candidate should have a PhD at the time of appointment and clear research promise supported by active publication. Excellent teaching and communication skills are required for undergraduate instruction in courses at all levels and graduate teathing and supervision. The successful candidate is expected to become a significant addition to the interdisciplinary research groups at the Institute for Environmental Studies and be able to integrate both theoretical and applied research. Additional information on the Department of Geography and Programme in Planning can be obtained through World Wide Web at http://www.geog.utoronto.ca/ and http://www.utoronto.ca/envies.htm. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons wth dnabilities. Candidates should send curriculum vitae, statements of teathing specialisations and research interests plus arrange to have lecters from three referees forwarded belore February 15, 1999 to: Professor Joseph R. Desloges, Chair, Department of Geography, University of Toronto, Toronto, Ontario, Canada M5S 3G3

GERONTOLOGY

SIMON FRASER UNIVERSITY — Gerontology Programs, 2 yr Limited-Term Faculty Position — Aging and the Environment. We are seeking a dynamic individual with a specialization in aging and the built environment, and strong research skills. This is a two year limited-term faculty position at the Assistant Professor rank with a start date of September 1, 1999. Qualifications include a PhD, demonstrated teaching ability, and a developing publishing record. The successful candrdate will teach for both the Post-Baccalaureate Diploma Program in Gerontology and the Master of Arts in Gerontology. The Gerontology Program is growing and expects its complement of tenure-track faculty to increase when funds become available. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Closing date: February 15, 1999. This position is subject to final budgetary authorization. Candidates should send their curriculum vitae, the names of three referees, and a covering letter to Dr. Andrew Wister, Graduate Program Chair, Gerontology Program, Simon Fraser University, 515 West Hastings St. Vancouver, B.C. V6B 5K3 FAX: 604-291-5066. Further information is available from our web site at http://www.harbour.sfu.ca/gero.

HEALTH EDUCATION

DALHOUSIE UNIVERSITY — Two Faculty Position In Health Education. The School of Health and Human Performance, a member of the Faculty of Health Professions at Dalhousie University, invites applicants with an earned doctorate to apply for one of two probationary tenure-track positions at the assistant professor level in the health education program, commencing August 1, 1999. All applicants with related degrees are invited to apply. These two advertised positions present a very flexible and exciting opportunity to contribute to teathing in the School's undergraduate courses as well as at the undergraduate and graduate levels in a variety of program-specific content areas such as: drugs and drug education, mental health promotion, personal health, program planning, human sexuality, disease prevention, program evaluation, leadership and group dynamics, health promotion, supervision of internships. Successful candidates will be expected to contribute to the graduate program in health education and will also have the opportunity to help develop the graduate program through the introduction of new course offerings. In general, new faculty members will have the opportunity to participate in and contribute to the continued development and evolution of an exciting community health education program. The School, with some 30 faculty and staff members, offers programs in health education, kinesiology and leisure studies to about 500 students. The applicant should have an understanding of how these programs contribute to the School's mission to develop leaders and scholars who can generate, disseminate and apply knowledge that helps to maintain and enhance hearth. The School offers bachelor's and master's degrees in its three program areas. The undergraduate programs are linked through seven core courses that deal with hearth and well-being, professional issues, community development, culture and the arts, and research methodology. All undergraduate students must complete these core courses. The size of most undergraduate classes range from 30 to 100, but reach as high as 160 in the core courses. Graduate courses range in size from 5 to 20 students. Overall, the successful applicant will be expected to have a commitment to teaching excellence, a familiarity with community-based and professional education, and the ability to establish a productive research program consistent with the School's mission. In support of these expectations, the School offers a collaborative and congenial working environment. Other opportunities exist to collaborate with other hearth specialists on campus. Applications together with a curriculum vitae, a one-page summary of teathing experience, a brief statement on research experience as it relates to the School's mission, and the names of three referees should be submitted to Dr. Tim Mahoney, Director, School of Hearth and Human Performance, Dalhousie University, Halifax, Nova Scotia, B3H 3J5; Email: Lawrence.Maloney@dal.ca; Telephone: (902) 494-3829; FAX: (902) 494-5120; Website: http://www.dal.ca/. Application Deadline: February 12, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages application from qualified women, aboriginal people, visible minorities and persons with disabilities.

HISTORY

ST. THOMAS UNIVERSITY — The Department of History at St. Thomas University invites applications for an entry level tenure-track appointment at the rank of assistant professor. St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The successful candidate will offer courses in North American history with modern United States history being the primary teaching field and Canadian content strongly and will have the capacity to provide leadership in the development of the department and its curriculum. A PhD, or imminent completion, is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Juergen Oeerr, Chair, Department of History, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: January 29, 1999, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities

THE UNIVERSITY OF WINNIPEG — The Department of History. The University of Winnipeg, invites applications from qualified women and men for a probationary tenure track position, at the rank of Assistant Professor in the History of Science, with subfields in areas such as the History of Medicine or the History of Technology. Applicants with other subfields will also be considered. In addition to a PhD, applicants must have a strong commitment to undergraduate teaching and to research. Subject to budgetary approval, this appointment is effective July 1, 1999. Salary commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interected candidates should, by February 26, 1999, send a lecter of application, including a curriculum vitae, three letters of reference, examples of teathing materials, and a sample of research to: Professor David G. Burley, Acting Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9; FAX 204-774-4134. Inquiries can be made by e-mail: david.burley@uwinnipeg.ca.

UNIVERSITY OF MANITOBA — The Department of History, Faculty of Arts, at the University of Manitoba invites applications for a full-time tenure track appointment at Assistant Professor rank in the area of European/Near Eastern Medieval History. The successful candidate will teach undergraduate and graduate courses and will be expected to develop a strong research program in her/his area of specialization. The appointment will normally commence on July 1, 1999, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment, and have demonstrated competence in teaching and research. The 1999-2000 salary range for the position is $41,277-$48,500. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application, curriculum vitae, and three letters of reference should be sent to Dr. John Kendle, Chair, History Hiring Committee (Medievalist), 402 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, R3T 5V5, Canada. (Tel: (204) 474-9613; Fax: (204) 474-7579). Deadline for receipt of applications is 19 February 1999. E-Mail: lmckend@ms.umanitoba.ca

UNIVERSITY OF PRINCE EDWARD ISLAND, Applications are invited for a ten-month sabbatical replacement position in U.S. history. In addition to an introductory U.S. survey, candidates should be prepared to teach courses on twentieth century society and politics and U.S. foreign policy. Appointment will be at the assistant professor level. PhD and successful teathing experience required. Send letter of application and curriculum vitæ before March 1, 1999 to Andrew Robb, Chair, Department of History, UPEI, 550 University Avenue, Charlottetown, PEI, C1A 4P3 Please arrange to have three confidential letters of reference forwarded as well. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Position is subject to final budgetary approval.

UNIVERSITY OF MANITOBA — The Department of History, Faculty of Arts, at the University of Manitoba invites applications for a full-time tenure track appointment at Assistant Professor rank in Canadian History. The individual should have a specialty in one or more of aboriginal history, women's history, gender studies or Québec and French Canada. The successful candidate will teath undergraduate and graduate courses and will be expected to develop a strong research program in her/his area of specialization. The appointment will normally commence on July 1, 1999, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment, and have demonstrated competence in teaching and research. The 1999-2000 salary range for the position is $41,277-$48,500. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application, curriculum vitae, and three letters of reference should be sent to Dr. John Kendle, Chair, History Hiring Committee (Canadianist), 402 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, R3T 5V5, Canada. (Tel: (204) 474-9613; Fax: (204) 474-7579). Deadline for receipt of applications is 19 February 1999. E-Mail: lmckend@ms.umanitoba.ca.

UNIVERSITY OF TORONTO — History of the Caribbean. The Department of History, University of Toronto, invites applications for a tenure-track appointment at the rank of Assistant Professor in the field of Caribbean history, effective 1 July 1999. Applicants must have completed a PhD and show promise of excellence in teaching and scholarly research and publication. We seek candidates who have a broad grasp of the history of the Caribbean (including the lowland areas of Central and South America that border on the Caribbean Sea). Time period and sub-specialty are open but preference will be given to candidates who can conduct research in more than one language oil the region and who have an interest in comparative and post-colonial approaches to Caribbean history. The appointee will be responsible for teaching undergraduate and graduate level courses in the field. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor Robert Acciinelli, Acting Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Ontario, Canada, M5S 3G3. Applications will close on February 5, 1999. In accordance with Canadian Immigration restrictions, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

HUMANITIES

CARLETON UNIVERSITY — College of the Humanities. Subject to budgetary approval, Carleton University invites applications for a two-year term appointment, with the possibility of conversion into tenure track, at the rank of assistant professor, in the College of the Humanities effetive July 1, 1999. The College offers a core curriculum in the humanities for highly-accomplished students. The requirements of the position are an ability to teath (1) a foundational course in Myth and Epic which includes, but is not restricted to Ancient Near Eastern and Classical material, (2) comparative courses on recurrent themes in religious traditions. Applicants should hold a PhD. Preference will be given to candidates who combine specialized knowledge of a particular culture with a strong commitment to a broad, multidisciplinary approath to the humanities. It would be useful if applicants would prepare an outline of what they would teath in the foundational course, a description of which can be found in the university calendar and at www.carleton.ca/chum. Applications, a curriculum vitae and three letters of reference should be sent to: Professor Peter Emberley, College of the Humanities, Carleton University, 1125 Colonel by Orive, Ottawa, Ontario K1S 5B6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Deadline for applications is February 28, 1999

HUMANITIES & LANGUAGES

UNIVERSITY OF NEW BRUNSWICK — The Department of Humanities and Languages, Faculty of Arts at the University of New Brunswick, Saint John, invites applications for a tenure-track position at the assistant professor level to commence July 1, 1999, subject to budgetary approval. Areas of expertise: Applied Linguistics (with a strong Linguistics component) and/or Francophone literature and culture. Requirements: PhD; native or near native proficiency in French, and bilingual proficiency in English; teaching experience of French as a second language; strong record of research. Responsibilities: teach undergraduate language courses and participate in interdisciplinary programs (TESL or International Studies). Candidates should send a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent no later than January 15, 1999 to: Dr. Ken Coates, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, NB, Canada E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to employment equity and encourages applications from all qualified candidates, including Aboriginal people, persons with disabilities, members of visible minorities and women

UNIVERSITÉ DE NOUVEAU BRUNSWICK — La Département des Humanités et ties Langues, la Faculté des Arts, offre un poste de professeur(e) adjoint(e), menant à la permanence. Date d'entrée en fonction: le 1er juillet 1999, poste disponible sous réserve d'approbation budgétaire. Spécialité: linguistique appliquée (avec une forte composante linguistique) et/ou littératures et cultures francophones. Exigences: Doctorat; excellente connaissance de la langue française et anglaise; expérience dans l'enseignement du français comme langue seconde; un dossier de recherche promettant. Fonctions: enseignement des cours de langue et participation aux programmes interdisciplinaires (TESL ou Études internationales). Les candidat(e)s doivent faire parvenir leur lettre de demanda et leur curriculum vitæ, et trois lettres de recommandation confidentielles, au plus tard le 15 janvier 1999 a : Dr. Ken Coates, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, NB, Canada E2L 4L5. En accord avec les exigences du ministère de l'immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résident(e) permanent(e)s du Canada. L'Université du Nouveau Brunswick respecte une politique d'équité en matière d'emploi: on encourages les femmes, les autochones, les membres de minorités visibles et les personnes handicapées a poser leur candidature.

INDUSTRIAL DESIGN

CARLETON UNIVERSITY — School of Industrial Design. Applications are invited for a tenure-track position at the Assistant or Associate Professor level in the School of Industrial Design to

The University of Manitoba

DEAN — FACULTY OF ARTS

The University of Manitoba invites applications and nominations for the position of Dean, Faculty of Arts. Dean Raymond Currie is stepping down on June 30, 1999 after eight years of distinguished service to the Faculty and the University.

The Faculty of Arts consists of 16 departments in Humanities and Social Sciences, offering a variety of undergraduate and graduate degree programs, as well as several co-op and joint graduate degree programs. In addition, several interdisciplinary programs and institutes are located in, or in association with, the Faculty of Arts. Examples include: the Institute For the Humanities, the Disaster Research Institute, the Centre on Aging, the Winnipeg Area Study, and Labor Studies. The Faculty of Arts plays a central role in the new first year program, University 1, which is offered on a university-wide basis. Approximately 4000 undergraduate students and 500 graduate students are registered in the Faculty of Arts. The Faculty has about 250 academic staff and 60 support staff and an annual budget in excess of $23 million.

Candidates for the Deanship should have a strong record of teaching, scholarship and service. They must possess academic leadership, planning and administrative skills and must be committed to a consultative and collaborative approach to administration.

It is expected that the initial appointment will commence July 1, 1999 and normally would be for a term of five years.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. This advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications (including a curriculum vitae and the names of three referees) and nominations should be forwarded to: **Dr. J.S. Gardner, Vice-President (Academic) and Provost, Chair, Advisory Committee for the Dean of Arts, Room 202 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.** Fax: 204-261-1318 Review of applications is expected to commence **January 29, 1999**. Information regarding the University of Manitoba, including the Faculty of Arts, is available on the internet, at: http://www.umanitoba.ca.

Assistant Professor in Arts Management

Applications are invited for a tenure-stream position, Assistant Professor, Arts Management, Division of Humanities, University of Toronto at Scarborough. Arts Management is a well-established and innovative co-operative programme, situated within the Visual and Performing Arts discipline of the Division of Humanities and having close ties to the Division of Management at Scarborough.

Qualifications: Ph.D. in area relevant to arts administration and cultural management, and evidence of broad knowledge of the arts and their infrastructures in Canada, demonstrable through experience working with the cultural management or arts communities. Applications are welcomed from candidates qualified to carry out research and to teach at the undergraduate and graduate levels. The successful candidate will carry out research, teach in her or his research specialization at the graduate level, teach undergraduate courses in arts administration/cultural management, and work with the programme co-ordinator and various advisory bodies to develop the full potential of the co-operative programme. Applicants must document excellence in both teaching and research.

Salary commensurate with experience and qualifications.

Send letter of application and c.v., along with evidence of scholarly and teaching ability, to **Professor Lorna Jane Abray, Chair of the Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4**, and arrange to have three letters of reference (or confidential dossier) sent directly to the Chair of the Division as soon as possible. Appointment commences 1 July 1999. Applications arriving after **February 26, 1999** may be too late.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Landed Immigrants (Permanent Residents of Canada). In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

UNIVERSITY OF TORONTO AT SCARBOROUGH

commence July 1, 1999. This position is subject to budgetary approval. We are looking for a team player with a minimum of five (5) years industrial design practice. A professional undergraduate degree in industrial design and an advanced degree in the discipline or a closely related field are required. Candidates will be evaluated on the basis of demonstrated ability in teaching, research and design. The successful candidate will teach studio and/or courses in design history, design methodology and/or design theory. Proficiency in the use of computers in design would be an asset. The school's four-year program leads to a Bachelor of Industrial Design (BID) degree. At present we are developing strengths in the areas of Design and Business, Interaction Design and Visual Communication. The successful candidate will be expected to play an active role in one or more of these developments. Applicants should send their curriculum vitae and design portfolio to: Professor Marten de Feeuw, Director, School of Industrial Design, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: (613) 520-5672; Fax: (613) 520-4466. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. Information on the School and its program can be obtained from our website: http://www.id.carleton.ca. Salary will be commensurate with rank and experience. Application deadline: May 1, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

INTERNATIONAL STUDIES

YORK UNIVERSITY — The Department of Multidisciplinary Studies and the International Studies Program at Glendon College, York University, invite applications for a contractually-limited position at the rank of Assistant Professor for the period July 1, 1999 to June 30, 2001. This position is subject to budgetary approval by the University. The successful candidate must demonstrate commitment to research and teaching of International Studies in a bilingual and multicultural context, hold a PhD in International Studies, and have publications and current research projects in the field. Candidates must be able to teach in English and French. The department is especially looking for a person with experience in teaching International Relations and Development Theories, International Organizations, and Comparative Regionalism, and with the capability of leading the International Studies Program. Letters of application, including curriculum vitae, should be sent before February 28, 1999 to: Prof. Jean-Claude Faubert, Chair, Department of Multidisciplinary Studies, Glendon College, York University, 2275 Bayview Ave., Toronto, Ontario M4N 3M6. Applicants should also arrange to have three letters of recommendation sent on their behalf. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ YORK — Le Département d'études pluridisciplinaires et le Programme d'études internationales du Collège universitaire Glendon de l'Université York sollicitent des candidatures pour un poste contractuel d'une durée de deux ans — soit 1er juillet 1999 au 30 juin 2001 — au rang de professeur(e) adjoint(e). La création de ce poste est liée à l'autorisation budgétaire de l'Université. Les candidates et candidats doivent avoir à cœur la recherche et l'enseignement multidisciplinaires dans un contexte bilingue et multiculturel, être titulaires d'un doctorat en études internationales, avoir des publications et des projets de recherche en cours sur des questions internationales. Ils doivent pouvoir enseigner en français et en anglais. La personne sélectionnée aura de l'expérience dans l'enseignement des théories des relations internationales et du développement, des organisations internationales et du régionalisme comparé, et la capacité de diriger notre Programme d'études internationales. Les personnes intéressées par le poste doivent faire parvenir, d'ici au 28 février 1999, une lettre de candidature ainsi qu'un curriculum vitae à Jean-Claude Hubert, directeur, Département d'études pluridisciplinaires, Collège universitaire Glendon, Université York, 2275 avenue Bayview, Toronto, Ontario M4N 3M6. Elles doivent aussi lui faire envoyer trois lettres de recommandation. L'Université York souscrit au principe d'équité en matière d'emploi, et notamment aux mesures d'action positive envers les femmes. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

KINESIOLOGY

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor, in the field of ergonomics/human factors. Candidates should have demonstrated research and teaching abilities to solve problems such as: optimization of human performance, reduction of human error, human-computer interaction, health and safety. We are searching for expertise to complement our current strength in occupational biomechanics. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apply. The candidate must have a PhD or a M.D. with research training in ergonomics, consulting experience and should be eligible for full member classification in the Human Factor Association of Canada/ Association canadienne d'ergonomie or be eligible for certification by the Board of Certification in Professional Ergonomics. Duties include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The Department of Kinesiology offers the only undergraduate program in Ergonomics in Canada. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.abs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. James S. Frank, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: frank@healthy.uwaterloo.ca. The closing date for applications is December 31, 1998 or until position is filled. The expected start date for the appointment is May 1, 1999 or earlier. In accordance with Canadian Immigration requirements priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo seeks an outstanding physician/researcher for a tenure-track position at the level of Assistant-Associate Professor with expertise in the area of the physiological basis for disease and injury related to physical activity. Candidates should have demonstrated teaching and research ability to solve problems related to: the interaction of exercise with disease and injury. We are searching for expertise that can complement existing strong basic science teaching and research programs in cardiorespiratory and/or muscle physiology and extend these programs to clinical applications. The candidate must be licensed to practice medicine in the Province of Ontario. Duties include research, teaching at the undergraduate and graduate level and supervising graduate students. Candidates are expected to compete for grants and contracts to support their research program and graduate students. Opportunity for clinical practice also is available through the Faculty of Applied Health Science Research Clinic. Salary is commensurate with qualification and experience. The Department of Kinesiology is expanding clinical applications of its teaching and research through the recently developed Applied Health Sciences Research Clinics. This provides exciting opportunities for collaborative research. Candidates with demonstrated success in collaborative research are encouraged to apply. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this to optimize the health and performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at http://www.abs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. James S. Frank, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: frank@healthy.uwaterloo.ca. The closing date for applications is December 31, 1998 or when position is filled, and the expected start date for the appointment is January 1, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

LABOUR & WORKPLACE STUDIES

UNIVERSITY OF MANITOBA — The Labour & Workplace Studies Program in the Faculty of Arts at the University of Manitoba invites applications for a full-time tenure-track position at the rank of Assistant Professor to commence on 1 July 1999 or soon thereafter. This interdisciplinary program provides courses leading to three- and four-year B.A. degrees and an interdisciplinary M.A. degree. The successful applicant will teach a core course in the field of industrial relations, supervise student field placements, and teach in at least one of the following areas: labour history, labour law, workplace health & safety, labour process, sociology of work, labour economics, labour markets. Besides teaching, research and administrative duties, s/he will provide liaison with the local and provincial labour, business, volunteer and government communities in matters of labour and workplace studies. By the time of appointment the successful applicant must have a PhD in industrial relations or a related area, and must have demonstrated competence in teaching and research. Starting salary range is $41,277-$48,500. Salary will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae, two samples of the candidate's scholarly writing, evidence of teaching skills, and three letters of reference should be submitted by 19 February 1999 to Prof. Jesse Vorst, Chair, Hiring Committee, Labour and Workplace Studies Program, 448 University College, University of Manitoba, Winnipeg, MB R3T 2M8.

LAW

UNIVERSITY OF CALGARY — The Faculty of Law invites applications for a two-year limited term appointment (July 1, 1999 to June 30, 2001) at the rank of Assistant Professor. Candidates must hold an LLM degree or significant equivalent experience in practice. Teaching experience is desirable. Demonstrated potential for research will be a criteria. Areas of expertise should include criminal law and procedure. The present salary for an Assistant Professor is $41,245 - $58,705 annually, with appointment level being commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. The deadline for submission of applications is February 15, 1999 or until the position is filled. Applications, accompanied by a curriculum vitae and the names of three references, should be sent to: Dean Michael Wylie, University of Calgary, Faculty of Law, Murray Fraser Hall 4398, 2500 University Drive NW, Calgary, Alberta T2N 1N4; Fax: (403) 282-8325.

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Law and the Department of Computer Science invite applications for a full-time tenure-track appointment at the rank of Assistant or Associate Professor to begin July 1, 1999. In addition to demonstrated ability in research and teaching, the successful candidate for this position must have expertise related to some or all of: intellectual property, information technology, software systems and development or the regulatory environment surrounding software technology and data. The position also requires demonstrably relevant research. The successful candidate will bring enthusiasm, academic strength, and collaborative abilities to the Faculty of Law and Department of Computer Science. Applications are invited from persons holding an LL.M. (or equivalent in Law) or a PhD in Computer Science (or equivalent). For further information please contact either Dean Eileen Gillese at the Faculty of Law at (519) 679-2111 ext. 8404 or Professor Stephen Watt, Chair, Department of Computer Science at (519) 661-4244. The deadline for receipt of applications is February 1, 1999. Interested candidates should forward and application which outlines their current areas of research, a curriculum vitae and the names and addresses of three academic referees to the Joint Law/CS Appointments Committee, Josephine Spencer Niblett Building, The University of Western Ontario, London, Ontario, N6A 3K7. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

LAW & SOCIETY

YORK UNIVERSITY — Faculty of Arts, Division of Social Science invites applications for a tenure track position at the assistant professor level commencing July 1, 1999. The Division is mandated to provide undergraduate general education, as well as Honours B.A. degrees through several interdisciplinary Honours programs. The successful applicant will be required to teach undergraduate interdisciplinary courses in the Law and Society Program that link law and social science disciplines with respect to public policy and social theory. Candidates must have a PhD degree or equivalent degree and must demonstrate a promise of excellence in research and publication, a strong competence in undergraduate teaching, an ability to teach in interdisciplinary programs, and potential to teach at the graduate level. A law degree is useful but not required if research and work experience have dealt with law-related aspects of the social sciences or with the relation of law to the social sciences. Applications with CV and names of three referees should be sent by January 30, 1999 to: Craig Heron, Chair, Division of Social Science, 5756 Ross Building, York University, Toronto, Ontario, M3J 1P3; Telephone (416) 736-5056. Candidates are asked to include a statement of research and teaching interests and sample publications, and have three referees send letters of reference directly to the Chair. Applications and letters of reference may be sent by Fax to (416) 736-5574. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Division of Social Science encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. All appointments are subject to budgetary approval.

McGill

Director Institute of Air and Space Law

Applications are invited for the position of Director of the Institute of Air and Space Law at McGill University. The Institute provides facilities for advanced study and research in Air and Space Law and related issues of international law such as telecommunications and trade in services. It offers programmes leading to the Diploma in Air and Space Law, the degree of Master of Laws (LL.M.) And the degree of Doctor of Civil Law (D.C.L.). The Institute operates within the Faculty of Law. It has an excellent library, a small resident teaching staff and approximately 16 part-time or visiting lecturers. The student body is drawn from around the globe and numbers about 30 resident graduate students and 15 non-resident graduate students.

The Director, who reports to the Dean of the Faculty of Law, will be expected to provide superior leadership in teaching, curriculum development and research as he/she carries the responsibility to implement the academic and administrative policies and plans of the Institute, and supervises and administers the academic programmes, budget and other activities of the Institute. The Director will be a person who wants to create even stronger linkages with the airline and aerospace industries, and who can oversee significant curricular reform. Fundraising experience would be an asset. The successful applicant should be proficient in the English and French languages and ought to possess a proven ability to teach at the graduate level and a sound record of research, scholarship and publications.

Rank, salary and terms of employment will be negotiated on the basis of qualifications and experience. Interested applicants should submit a curriculum vitae and the names and addresses of three referees by **February 1, 1999** to:

Professor Armand de Mestral
Faculty of Law
McGill University
3644 Peel Street
Montreal, Quebec, Canada, H3A 1W9

Tel. (514) 398-6643
Fax (514) 398-3233

McGill University is committed to equity in employment. The University encourages applications from all qualified candidates, especially women, aboriginal people, visible minorities and persons with disabilities. (Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.)

Library of the Future...Be a Part of It!

MANAGER, LIAISON SERVICES and MANAGER, LIBRARY ACQUISITIONS

These senior academic librarian positions are tenure track appointments at the Librarian V level. Qualifications: Must have a degree from an ALA-accredited Master of Library Science program or equivalent accreditation, and a minimum of 6 years relevant and substantial management experience in an academic or research library. Salary Range: $52, 811 to $68,464 per annum.

MANAGER, GALLAGHER LIBRARY OF GEOLOGY AND GEOPHYSICS

This academic librarian position is a limited term appointment to December 31, 2000 at the Librarian III level. (Funding is being sought for a tenure track position). Qualifications: Must have a degree from an ALA-accredited Master of Library Science program or equivalent accreditation and supervisory experience; an undergraduate degree in geology, geophysics or earth sciences and experience in the oil and gas industry are strong assets. Salary Range: $41,231 to $48,463 per annum.

Deadline for receipt of all applications is FEBRUARY 15, 1999. Early applications are appreciated. Further information on the University of Calgary Library can be found at (www.ucalgary.ca/library). A complete description of these positions is available at the University of Calgary website: http://www.ucalgary.ca/UofC/departments/HR/employment.html

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

Please submit your letter of application, curriculum vitae and the names, addresses, phone numbers and e-mail addresses of three current professional references to: Dr. F. Pannekoek, Director, Information Resources, 750 MacKimmie Library Tower, University of Calgary, Calgary, Alberta Canada T2N 1N4 Fax: (403) 282-1218 or e-mail to: brayley@ucalgary.ca

UNIVERSITY OF CALGARY
www.ucalgary.ca

Université d'Ottawa

POSTES MENANT À LA PERMANENCE L'ÉCOLE DES SCIENCES INFIRMIÈRES

L'École des sciences infirmières de la Faculté des sciences de la santé désire combler deux postes de professeure ou professeur à temps complet menant à la permanence.

EXIGENCES :
1. Un doctorat en sciences infirmières ou dans une discipline connexe.
2. Un dossier actif de recherche
3. Une expertise clinique dans l'un des champs suivants :
   - santé communautaire
   - soins critiques
   - santé mentale

   L'université se réserve le droit d'embaucher une seule personne dans chacun des champs d'expertise.
4. Un certificat de compétence valide de l'Ordre des infirmières et infirmiers de l'Ontario.
5. Un poste exige une connaissance active du français permettant d'enseigner dans cette langue et connaissance suffisante de l'anglais pour comprendre le contenu des communications orales et écrites et un poste exige une connaissance active de l'anglais permettant d'enseigner dans cette langue et connaissance suffisante du français pour comprendre le contenu des communications orales et écrites.

RESPONSABILITÉS :
1. Enseignement aux 1er et 2e cycles, en français et/ou en anglais.
2. Recherche.
3. Direction de projets de recherche/thèses.
4. Pratique clinique et supervision des étudiants.
5. Participation aux activités universitaires.

ENTRÉE EN FONCTION : Le 1er juillet, 1999

RANG ET SALAIRE :
Selon les compétences et l'expérience, conformément à la convention collective. Les postes seront comblés sous réserve des disponibilités budgétaires.

Conformément aux exigences des Services canadiens de l'immigration, cette annonce s'adresse aux citoyens Canadiens et aux immigrants reçus. L'Université a une politique d'équité en matière d'emploi. L'École des sciences infirmières encourage fortement les hommes à poser leur candidature.

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae et le nom de trois répondant-e-s à :

Madame Betty Cragg
Directrice, École des sciences infirmières
Doyenne associée, Faculté des sciences de la santé
Université d'Ottawa
451, chemin Smyth, pièce 3027
Ottawa (Ontario) K1H 8M5

FIN DE L'AFFICHAGE : le 15 février, 1999

University of Ottawa

TENURE-TRACK POSITIONS SCHOOL OF NURSING

The School of Nursing of the Faculty of Health Sciences invites applications for two tenure track positions.

QUALIFICATIONS:
1. A doctorate in Nursing or in a discipline relevant to the candidates' area of nursing expertise.
2. An active research dossier.
3. Clinical expertise in one of the following areas:
   - community health nursing
   - critical care nursing
   - mental health nursing

   The University reserves the right to hire no more than one person in each of the above areas.
4. A current certificate of competence from the College of Nurses of Ontario.
5. One position requires active knowledge of English at the level of competence which is adequate for the purposes of teaching and passive knowledge of French in order to grasp the essential content of oral and written communications and one position requires active knowledge of French at the level of competence which is adequate for the purposes of teaching and passive knowledge of English in order to grasp the essential content of oral and written communications.

RESPONSIBILITIES:
1. Teaching undergraduate and graduate level students in English and/or French.
2. Research activities.
3. Supervision of student research projects/thesis.
4. Clinical practice & supervision of students.
5. Participation in academic activities.

EFFECTIVE: July 1, 1999

RANK AND SALARY:
Determined by candidate's qualifications and experience, in accordance with the collective agreement. Positions will be filled subject to availability of funds.

In accordance with the Canadian Immigration Services requirements, this advertisement is addressed to Canadian citizens or landed immigrants. The University of Ottawa has an Employment Equity Program. The School of Nursing strongly encourages applications from men.

Please send your letter of application, curriculum vitae and the names of three referees to the following address:

Dr. Betty Cragg
Director, School of Nursing
Associate Dean, Faculty of Health Sciences
University of Ottawa, 451 Smyth Road, Room 3027
Ottawa, Ontario K1H 8M5

APPLICATION DEADLINE: February 15, 1999

CAREERS SECTION · SECTION DES CARRIÈRES

LIBRARY

UNIVERSITY OF GUELPH — Academic Liaison Librarian. The University of Guelph Library requires an innovative professional librarian to join our Academic Liaison Team. The Team is responsible for faculty and student liaison, information literacy, collection development and community needs assessment over the range of academic programs offered at the University. The major responsibilities of individual librarian team members encompass the following activities related to selected academic department/programs: liaison and training for faculty and graduate students; collection development activities including evaluation of and signing authority for research and other materials; collection assessments for course and program evaluations; providing reference desk assistance; work with other professional staff, participating actively in the management of the Library, with specific responsibility for all areas related to academic liaison. The Library values service, responsiveness to user information needs and accountability to the user community. Our team approach stresses shared goals, participatory decision making, and positive collaboration with the TriUniversity Group of Libraries (Guelph, Waterloo, and Wilfrid Laurier) and our other academic partners. The ideal candidate will demonstrate excellent verbal and written communication skills and the interpersonal skills required to work with individuals and in a team environment. They will be academically flexible and able to potentially assume responsibility for a wide range of subject disciplines. A current knowledge of the impact of technologies and their application in libraries is an asset. In addition, experience or knowledge of the research process in an academic environment would prove valuable in working with faculty and graduate students. This is an academic appointment and the successful candidate will be expected to participate in appropriate professional and scholarly activities. Required qualifications include an ALA accredited Master's degree in library and information science and a Master's degree in a subject discipline. Preferred qualifications would include a subject masters in a discipline related to the sciences or the social sciences. Demonstrated experience in providing interdisciplinary (i.e., all subject fields) reference and collection development service will also be considered. This position will be filled at the Librarian I level (an entry level position). The annual salary is $36,287 per year. The librarians and faculty at the University of Guelph participate in a plan that features annual increments of salary increases linked to a formal performance appraisal process. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. We anticipate filling this position by May, 1999. Applications should be submitted by March 1, 1999 to: Jim Brett, Manager, Science and Technology, Information Services, Chair of the Search Committee, c/o The Library, University of Guelph, Guelph, ON N1G 2W1; FAX: (519) 824-6931; E-mail: jimbrett@uoguelph.ca.

LINGUISTICS

UNIVERSITY OF BRITISH COLUMBIA — The Department of Linguistics at the University of British Columbia invites applications for a tenure-track position in Phonetics at the rank of Assistant Professor to begin July 1, 1999. The successful candidate should have a primary specialization in Phonetics with expertise in the Phonetics/Phonology interface. We especially encourage applicants with a secondary research interest in any of the following areas: Phonetic Fieldwork, First Nations Languages, Cognitive Science. Candidates should hold a PhD in linguistics, a demonstrated potential for and a strong commitment to research, as well as ability to teach a variety of courses in linguistics at the graduate and undergraduate levels. This position is subject to final budgetary approval. Please send a cover letter, curriculum vitae, representative samples of published or unpublished work, and any additional supporting documents to the address below before February 1, 1999. In addition, applicants should arrange for at least three letters of recommendation to be sent under separate cover to: Dr. Douglas Pulleyblank, Chair, Search Committee, Department of Linguistics, E270-1866 Main Mall, University of British Columbia, Vancouver, British Columbia, Canada V6T 1Z1; Email: Douglas.Pulleyblank@UBC.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

UNIVERSITY OF MANITOBA — The Linguistics Department at the University of Manitoba invites applications for a full-time tenure-track appointment at the rank of Assistant Professor beginning 1 July 1999 or soon thereafter, subject to budgetary approval. Salary will be commensurate with experience and qualifications. The 1999-2000 salary range for this position is $41,277 - $48,500. Duties include teaching courses in the anatomy and physiology of speech, neurolinguistics, communication disorders, language acquisition, and one or more of the core areas of linguistic theory. The successful candidate will have an active research program in neurolinguistics, psycholinguistics or language acquisition, and will be expected to supervise MA and PhD students in this area of specialization. A completed doctoral degree in Linguistics or a closely related discipline is required. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Further details may be requested by e-mail (lingdpt@cm.umanitoba.ca) or fax (204-474-7671). Applications (including curriculum vitae, offprints, preprints, etc.) and three letters of reference must be sent to reach the Department by 19 March 1999, and should be addressed to: L.A. MacDonald, Head, Linguistics Department, University of Manitoba, 521 Fletcher Argue Building, 28 Trueman Walk, Winnipeg, Manitoba R3T 2N2.

MANAGEMENT

CONCORDIA UNIVERSITY — Department of Management is seeking, subject to budgetary approval, qualified applicants for a tenure-track position starting June 1, 1999 in the area of Organizational Behaviour/Human Resource Management. Qualifications include a PhD and a strong research record or demonstrated research potential. reference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Candidates with interest in aviation and/or pharmaceuticals are encouraged to apply. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc., and/or PhD levels. Teaching in the Executive MBA and Airline MBA Programs is also possible. Salaries are competitive and, along with rank, will be commensurate with qualifications and experience. All Undergraduate, Masters and PhD programs in the Faculty of Commerce and Administration of Concordia are accredited by ACSB. Applications should be submitted by March 15, 1999. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to: Dr. Jean McGuire, Chairperson, Recruiting Committee, Department of Management, Concordia University, 1455 de Maisonneuve Blvd. W., Room GM 503-19, Montreal, Quebec, H3G 1M8, Canada; (514) 848-2917, FAX: (514) 848-4522, e-mail: jmcguir@vax2.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

UNIVERSITY OF CALGARY — The Faculty of Management at the University of Calgary invites applications for two positions at the Assistant or Associate Professor levels in all areas of Accounting, with special consideration given to the area of Taxation. Preference will be given to candidates with a completed Doctorate. Research and publication requirements will be commensurate with rank upon appointment. Starting date will be determined by mutual agreement. The Faculty of Management, an AACSB accredited institution, offers undergraduate, MBA and PhD programs. Specializations include Entrepreneurship, Tourism, and Corporate Environmental Management. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. Interested individuals are asked to submit their curriculum vitae by April 30, 1999 to: Cynthia Simmons, PhD, Chairman, Accounting, Faculty of Management, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4, Fax 403-282-0095.

MANAGEMENT INFORMATION SYSTEMS

CONCORDIA UNIVERSITY — The Department of Decision Sciences and MIS invites applications for a position at the level of full professor and a position at the level of associate or assistant professor in Management Information Systems, commencing June 1, 1999 (or a subsequent date). The senior candidate is expected to provide academic leadership in fostering research and contributing to curriculum design/teaching in the MSc and (joint) PhD programmes. An established research record proven by publications and external grants and a strong commitment to graduate teaching are essential for the senior position. The Department currently houses the disciplines of MIS, Operations Management and Statistics. There are seven faculty members in the MIS group. Shortlisting for both positions will commence on March 1, 1999. Applications including a curriculum vitae and a cover letter stating research and teaching interests should be mailed to: Dr. J. Etezadi, Chair, Department of Decision Sciences and MIS, Concordia University, 1455 de Maisonneuve Boulevard West, Montreal, Quebec, Canada, H3G 1M8 (e-mail: etezadi@vax2.concordia.ca; tel: (514)848-2981; fax (514)848-2824. These appointments are subject to final budgetary approval. For more information about Concordia University and the Faculty of Commerce and Administration, consult the web site: http://www-commerce.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

MASS COMMUNICATIONS

YORK UNIVERSITY — Faculty of Arts, Division of Social Science invites applications for a tenure-track appointment at the assistant professor level commencing 1 July 1999. The Division is mandated to provide undergraduate general education, as well as Honours B.A. degrees through several interdisciplinary Honours programs. The successful candidate for this position in the Mass Communications Program will hold a PhD in communication or a related area, and must demonstrate a promise of excellence in research and publication, a strong competence in undergraduate teaching in both large and small group settings, an ability to teach in interdisciplinary programs, and the potential to teach at the graduate level. The candidate should be able to teach in two or more of the following areas: Political economy of media; Communications policy and regulation; Communication theory; Media systems (Canadian and global); Democratic Communication (including news analysis); Television as culture. Expertise in communications research methods (qualitative and quantitative) would be an asset. Applications with CV and names of referees should be sent by 30 January 1999 to: Dr. Craig Heron, Chair, Division of Social Science, 5756 Ross Building, York University, Toronto, Ontario M3J 1P3; Telephone (416) 736-5056. Candidates are asked to include a statement of research and teaching interests and sample publications, and have three referees send letters of reference directly to the Chair. Applications and letters of reference may be sent by Fax to (416) 736-5574. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Division of Social Science encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. All appointments are subject to budgetary approval.

MATHEMATICS

WILFRID LAURIER UNIVERSITY — The Department of Mathematics invites applications for a tenure track position at the Assistant Professor level beginning July 1, 1999, subject to budgetary approval. Duties will include teaching at the undergraduate level and research. Candidates should hold a PhD in mathematics and relevant teaching experience will be an asset. Applications, including curriculum vitae, copies of recent publications, and the names of three referees, should be sent to Dr. S.F. Stack, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Applications will be received until January 31, 1999. In according with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Wilfrid Laurier University is committed to employment equity and encourages applications from all qualified persons.

UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization at the University of Waterloo invites applications for a tenure-track faculty in any area of combinatorics and optimization, but especially in graph theory. The preference is to make an appointment at the rank of Assistant Professor, but an appointment at a higher rank will be considered. A PhD and proven ability, or the potential, for excellent research and effective teaching are required. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Interested individuals should send curriculum vitae, selected reprints/preprints and the names of three references to: Prof. W.H. Cunningham, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Email: combopt@math.uwaterloo.ca; Web page: http://math.uwaterloo.ca/CandO_Dept/homepage.html. Effective date of appointment: July 1, 1999. Closing date for receipt of applications is January 31, 1999. This appointment is subject to the availability of funds. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

MEDICAL MICROBIOLOGY

UNIVERSITY OF MANITOBA — The Resistance and Susceptibility to Infections Research Group, Department of Medical Microbiology, Faculty of Medicine, University of Manitoba invites applications for a tenure track position at the rank of Assistant Professor in the field of HIV cellular or molecular immunology beginning July 1, 1999. The Biology of Sexually Transmitted Infections Research Group is the premier Canadian research group on sexually transmitted infections and is a world leader in several areas of HIV and STI research. The group includes eight senior researchers and 30 research staff and students and has an abundance of significant and unique research opportunities. The Group is based in Winnipeg in modern, well-equipped laboratories, and is extensively involved with collaborative studies in Nairobi, Kenya. The successful candidate will hold a PhD and/or MD degree and will have research experience and an excellent publication record in the field of HIV immunology. Advanced skills in molecular biology, cellular immunology and molecular immunology are essential. Duties include participation as a full member of the research group, providing leadership to established HIV research programmes, participating in University of Manitoba collaborative research programmes in Kenya, establishing an independently funded research programme related to resistance and susceptibility to HIV infection and disease, and participating in undergraduate, medical and graduate teaching programmes. The salary range for the position is $41,300 - $50,000. A negotiable package of start up funds will be available. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send their curriculum vitae and summary of research interests and future plans, together with the names of three referees to: Dr. Kevin Coombs, Chair, Search Committee, Department of Medical Microbiology, University of Manitoba, 730 William Avenue, Winnipeg, Manitoba, Canada, R3E 0W3. Informal enquiries may be directed to Dr. Kevin Coombs at 204-789-3309 or kcoombs@ms.umanitoba.ca. Further information about the University of Manitoba, the Research Group, and the City of Winnipeg can be found on the Department of Medical Microbiology web page: http://www.umanitoba.ca/faculties/medicine/unit/medicin/medmicro/index.html. Microbiology. Closing date for receipt of applications is February 28, 1999.

MODERN LANGUAGES

UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Modern Languages of the University of Prince Edward Island invites applications for a tenure-track position in French at the rank of Assistant Professor commencing July 1, 1999, subject to budgetary approval. Duties include the teaching, at the undergraduate level, of intermediate and advanced language classes as well as upper-level literature or civilization courses. Applicants should have native, or near-native fluency in both French and English. University-level teaching experience and a PhD are basic requirements. An interest in computer-assisted language learning would be an asset. Aside from assigned teaching duties, the candidate is expected to follow an active research program and participate fully in departmental affairs. Salary: As per placement on Assistant Professor scale. Review of applications will begin on February 15, 1999, and continue until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. The University of Prince Edward Island offers equal employment opportunities to qualified male and female applicants. Curriculum vitae and letters of reference should be sent to: Professor L. Zimmermann, Chairman, Department of Modern Languages, University of Prince Edward Island, Charlottetown, Prince Edward Island C1A 4P3.

MUSIC

UNIVERSITY OF ALBERTA — Ethnomusicology. The University of Alberta, Department of Music. The Faculty of Arts at the University of Alberta is engaged in an extensive process of staff renewal and is committed to ensuring that the substantial amount of hiring anticipated over the next several years will secure for the future the lively and productive intellectual environment on which we pride ourselves. The Department of Music is engaged in that renewal. Accordingly, applications are invited for a tenure track position in Ethnomusicology at the Assistant Professor level (1998-99 salary range from $40,638). Applicants should have a completed PhD with demonstrable potential for excellence in teaching and research. Duties will include teaching undergraduate courses and graduate seminars in ethnomusicology, advising theses and dissertations, assisting in the direction of the Centre for Ethnomusicology, taking part in interdisciplinary seminars, participating in departmental governance, and carrying on an active program of research and publication. Ethnomusicology at the University of Alberta is situated within a dynamic and collegial interdisciplinary graduate program and emphasizes a socially grounded, cross-cultural engagement with musical processes including involvement in performance, documentation and community partnerships through the Centre for Ethnomusicology. In addition to undergraduate and graduate programs in performance and composition, the Department offers the BA(hon), MA and PhD in music for students wishing to specialize in ethnomusicology, theory, or musicology. Within these programs, intellectual breadth is encouraged through study in all three areas as well as in anthropology, cultural and critical theory, and other non-music disciplines. Letter of application, curriculum vitae, three confidential letters of reference, and official transcripts of graduate work should be sent to Dr. Fordyce Ker, Chair, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta T6G 2C9. Appointment date: 1 July 1999. Applications will be accepted until the position is filled. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CONCORDIA UNIVERSITY — The Department of Music, Faculty of Fine Arts is seeking applications for a Full-Time Tenure-track appointment - **Assistant Professor of Music**, effective August 1, 1999. Background Qualifications: PhD or equivalent is preferred. Experienced teacher with specialty in theory, composition, and electroacoustics. Additionally, a strong background in piano is an asset. Duties include but are not limited to teaching undergraduate theory, aural skills, electroacoustics, and composition. Administrative duties and continued research activity will be expected. Duties may also include supervision at the graduate level. The Department consists of 9 full-time faculty, 40 part-time faculty, 3 staff and 215 full and part-time students, offering a Bachelor of Fine Arts Degree with Specializations in Jazz Studies, Performance, Composition and Theory, Selected Music Studies and a graduate Diploma in Advanced Music Performance Studies. More information may be found at http://music.concordia.ca. Applicants must include a curriculum vitae, cover letter, and 3 or 4 references pertinent to the advertised teaching and professional skills. Deadline for receipt of applications is February 15, 1999. Please address your submission to: Search Committee Department of Music, Concordia University, 7141 Sherbrooke St. W., Montréal, Québec, Canada H4B 1R6, E-MAIL: music@concordia.ca. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Université d'Ottawa

PROFESSEUR(E) ADJOINT(E)

ÉCOLE DE SERVICE SOCIAL
FACULTÉ DES SCIENCES SOCIALES

Un poste de professeure ou professeur, au rang d'adjoint(e), conduisant à la permanence est disponible pour le 1er juillet 1999.

Les candidatures des personnes répondant aux critères suivants seront considérées :

- **Détenir un doctorat en service social ou une formation initiale en service social et un doctorat dans une discipline connexe; les personnes en rédaction de thèse doctorale seront aussi considérées.**
- **Être capable d'assumer en français des fonctions d'enseignement et de direction des mémoires de recherche au 2ième cycle dans les domaines santé et/ou famille-enfance.**

Les personnes intéressées doivent faire parvenir, avant le 1er mars 1999, leur curriculum vitae ainsi que le nom et l'adresse de trois répondantes ou répondants à : Cécile Coderre, directrice, Université d'Ottawa, École de service social, Ottawa (Ontario) K1N 9N5; Tél. : (613) 562-5800, poste 6393; Télec. : (613) 562-5495; Courriel : ccoderre@uottawa.ca.

L'Université a une politique d'équité en matière d'emploi. Les hommes sont fortement encouragés à poser leur candidature. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux personnes de citoyenneté canadienne ou qui ont le statut de résidente ou résidcot canadien.

Dean, Faculty of Management
Dalhousie University

Dalhousie University invites applications and nominations for the position of Dean, Faculty of Management. Dalhousie has 12 Faculties, and 13,500 degree students. The University is located in Halifax, Nova Scotia, which is the largest city in Atlantic Canada, and affords its citizens outstanding quality of life.

The Faculty of Management encompasses the Schools of Business Administration, Public Administration, Library and Information Studies and Resource and Environmental Studies, with an enrollment of 1431 students (September 1998) and a complement of 93 full-time academic and support staff. The 1998/99 expenditure budget for the Faculty is $7.3 million. Innovative partnering and curricula have resulted in the development of a broad range of undergraduate and graduate programs.

The mission of the Faculty is to be a leader in fostering excellent management practice through high-quality professional education programs, innovative research and collaborative project work and to challenge students and faculty to explore and cross traditional boundaries. Graduates will be known for their effective, responsible management of resources and technologies in increasingly complex and entrepreneurial contexts. The Faculty values high-quality teaching and scholarly research, focuses on interdisciplinary, international and entrepreneurial activities, and acts as a link between Atlantic Canada and the world.

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70 University Ave. P.O. Box 14 Toronto CANADA M5J 2M4 Fax: 416-598-4328

The successful candidate will be a strategic academic and administrative leader, a respected teacher and scholor, with demonstrated management skills, effective communication and interpersonal skills, and vision. The new Dean will appreciate the uniqueness of the Faculty, promote interdisciplinory ocitvity, and foster strong internal, external and student relations.

The Dean is normally appointed for a five year term with academic tenure and with eligibility for a further term. This appaintment will commence on July 1, 1999. Applications should include a curriculum vitae and the names of three referees, and are to be submitted by February 1, 1999 to the address shawn at left.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. We encourage applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

UNIVERSITY OF REGINA

ACADEMIC POSITIONS AVAILABLE

The University of Regina is a comprehensive University which emphasizes excellence in teaching, research and public service. Experiential learning as well as cross disciplinary teaching and research are strongly supported. Eight Faculties, three federated colleges as well as the Language Institute and University Extension help create a culturally diverse and vibrant community on campus. Opportunities for interaction in the local community as well as provincially, nationally, and internationally are readily available and encouraged. The University of Regina is situated in beautiful Wascana Park, one of the largest urban parks in North America.

World Wide Web Site: http://www.uregina.ca.

All positions are subject to budgetary approval

VICE-PRESIDENT'S OFFICE

Applications are invited for the position of Director of the Teaching Development Centre (TDC). The appointment as Director is for a five year renewable term. This will be a probationary appointment at the Assistant or Associate Professor academic rank (subject to budgetary approval). The chosen candidate will have an academic home in the faculty of that person's expertise

General qualifications: A Ph.D. with an extensive and solid record in teaching and research; knowledge in a wide variety of pedagogical techniques; existing and emerging teaching and learning techniques as well as multimedia instructional technology; and outstanding communication skills are considered basic requirements for this position. The Director of the TDC works in collaboration with a university appointed Advisory Committee composed of representatives from each of the University Faculties.

Applications, including curriculum vitae and the names of three referees, should be sent to: Dr. Robert G. McCulloch, Associate Vice-President (Academic), University of Regina, Regina, SK, S4S 0A2. Review of applications will begin in February 1999. Questions should be directed to: Dr. Joan Ray, Chair of the Advisory Board, Teaching Development Centre. Phone (306) 585-4157; Fax (306) 585-4827.

FACULTY OF ADMINISTRATION

The Faculty of Administration invites applications for several positions. Ph.D. or D.B.A. completed or near completion. Duties involve research, teaching at the undergraduate and graduate levels, and an active involvement in professional and community activities.

Assistant Professor, tenure track, Human Resources Management/ Industrial Relations. Interested in teaching and research in Human Resources and Industrial Relations.

Assistant Professor, tenure track, Human Resources Management/ Organizational Behaviour
Interested in teaching and research in Human Resources and Organizational Behaviour.

Assistant Professor, tenure track, Finance. Interested in teaching corporate finance and other areas of financial management.

Interested applicants should submit a curriculum vitae, including research and teaching interests to: Dean Garnet Garven, Faculty of Administration, University of Regina, Regina, SK, S4S 0A2. Questions should be directed to: Dr. Joan Ray, Chair of the Advisory Board Teaching Development Centre. Fax (306) 585-4805; E-mail garnet.garven@uregina.ca.

FACULTY OF ARTS

English—Assistant Professor, tenure track. A description of the program is available upon request from the Department of English, University of Regina, (306) 585-4140, or from the University of Regina website at http://www.uregina.ca/~arts/engl. We seek a scholar with proven expertise in one or more of the following: Twentieth-Century British Literature, Sixteenth-Century Non-dramatic Literature, Theory. An interest in cultural studies or interdisciplinary approaches would be an asset. Candidates should have a Ph.D. and relevant teaching experience.

Review of applications will begin in March 1999. Applicants should send a curriculum vitae and arrange for the forwarding of three letters of reference and graduate transcripts to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, S4S 0A2. Fax (306) 585-5368.

History—Assistant Professor, tenure track. The successful candidate will have expertise in late Nineteenth- and Twentieth-Century European History, with particular emphasis on Germany or Central Europe. Favourable consideration will be given to candidates with a second teaching field in history, preferably in historiography or historical methodology. Applicants should have a Ph.D. complete or near completion; a commitment to scholarship and teaching in a university with a strong record of research and scholarly activity; and the ability to teach courses at the undergraduate and graduate levels.

Candidates are asked to include a statement of research and teaching interests and sample publications, and have three referees send letters of reference directly to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, S4S 0A2, Fax (306) 585-5368. For inquiries, e-mail historydept@uregina.ca. Review of candidates will begin in March 1999

Political Science—Assistant Professor, tenure track. The successful candidate will have a Ph.D. completed or equivalent combination of graduate education and other experience; a commitment to scholarship and teaching in a university with a strong record of research and scholarly activity; ability to teach courses in some combination of Comparative Politics (China and Far East), Canadian Political Economy with a sensitivity to gender issues, and Globalization. Teaching responsibilities will include Introductory Political Science and advanced courses in the above mentioned fields as well as the development of a continuing research program in Political Science.

Applicants should submit a curriculum vitae, arrange for the forwarding of three letters of reference supporting both teaching and research scholarship, and copies of previously taught course outlines, teaching evaluations to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, S4S 0A2, Fax (306) 585-5368. Review of candidates will begin in February 1999. Inquiries concerning this position may be directed to Professor G. Sperling, Head, Department of Political Science. Phone (306) 585-4442, E-mail gerald.sperling@uregina.ca.

Psychology—Assistant Professor, tenure-track. The successful candidate should possess a doctoral degree in clinical psychology and should have demonstrated ability in research and teaching. He/she should also be eligible for registration as a psychologist in the province of Saskatchewan. Applicants should be qualified to teach courses both at the undergraduate and graduate level and to supervise graduate and undergraduate theses. We are specifically interested in candidates who could teach courses in Personality, Abnormal and/or Developmental Psychology. We have an established graduate program in clinical psychology and are hoping to seek accreditation from the Canadian Psychological Association after we fill this position. We also have very good relations with a number of health care facilities both within the Regina Health District and throughout the province.

Applicants are invited to submit a curriculum vitae, reprints or preprints, and arrange for the forwarding of three letters of reference supporting both teaching and research scholarship to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, S4S 0A2. Fax (306) 585-5368. Inquiries about the position should be directed to Dr. Joan Ray, Head, Department of Psychology, University of Regina, Regina, SK, S4S 0A2. Phone (306) 585-4157.

Sociology and Social Studies—Assistant Professor, tenure-track. The successful candidate will have a solid knowledge of the discipline and have the ability to teach a wide range of courses. Particular competence in two of the following areas would be an asset: the sociology of crime and justice, quantitative and/or qualitative methods, feminist studies, Canadian studies, race and ethnic studies, or social psychology. The Department of Sociology and Social Studies is interdisciplinary and is committed to a strong program of research, teaching and service to the community.

Applicants should have a Ph.D. or be close to completion; a record of scholarship in the areas of specialization; and demonstrated skills in, and commitment to, teaching. Applicants should submit a curriculum vitae, and arrange for the forwarding of three letters of reference and graduate transcripts to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, S4S 0A2, Fax (306) 585-5368. Review of applications will begin in February 1999. Academic inquiries may be addressed to: Dr. John Conway, Department of Sociology and Social Studies, University of Regina, Regina, SK, S4S 0A2. Phone (306) 585-4186. Fax (306) 585-4815; E-mail john.conway@uregina.ca.

FACULTY OF EDUCATION

The Faculty of Education at the University of Regina is a dynamic community of educators with a commitment to excellence in undergraduate teacher education, graduate studies and scholarly research. The Faculty encourages and supports: the integration of theory and practice, cross-cultural knowledge and experience; use of instructional technologies; collaboration; balance within commitments to teaching, research, field experience supervision, and professional development.

Applications are invited for the following tenure track and/or term positions at the Assistant Professor rank: **Social Studies Education (Secondary/K-12); Educational Professional Studies (pedagogy and teacher education); Elementary Physical Education; Educational Administration/Policy Studies; and Baccalauréat en éducation (Psychopédagogie)**. Preference will be given to applicants with teaching experience and a current teaching certificate; a completed or virtually completed Ph.D. Duties will include teaching at the undergraduate level; graduate studies teaching and thesis supervision; field experience supervision and general Faculty committee work. The successful candidates will have an interest in, and a commitment to, scholarly research, and should describe their current interests and projects.

For further information and details with respect to each of the positions, contact Edie Hills. Phone (306) 585-4500; Fax (306) 585-5330. Review of applications will begin in March 1999. Applicants should send a curriculum vitae and copies of transcripts, and arrange the forwarding of three letters of reference, to: Dean Michael Tymchak, Faculty of Education, University of Regina, Regina, SK, S4S 0A2.

FACULTY OF ENGINEERING

The Faculty of Engineering presently offers programs in electronics, environmental and industrial systems engineering that are fully accredited by the Canadian Engineering Accreditation Board. The Faculty offers unique Co-operative Education programs and has over 650 undergraduate students. It also offers M.A.Sc. and Ph.D. programs and other interdisciplinary graduate programs. The Faculty is currently expanding its program in the area of petroleum systems engineering with a strong emphasis on research and technology development.

The Faculty enjoys a close collaborative relationship with industry and government research laboratories and has established a number of joint research professorships with both industrial and government sponsors. The establishment of a research and development park at the University of Regina campus has recently been announced. The University of Regina in partnership with industry and government has recently established the Petroleum Technology Research Centre (PTRC) to be located on the Research Park. An endowed research chair has been established with support from CanOxy and Wascana Energy. The research and development activities of the petroleum systems engineering program will form an integral part of the Petroleum Technology Research Centre.

More information on the faculty can be found from our website at www.uregina.ca/~engg/.

Laboratory Instructor, Petroleum Systems Engineering. Applications are invited for a tenure track Laboratory Instructor position. The duties of the Laboratory Instructor are: laboratory instruction, laboratory development, administration and maintenance of laboratory equipment in support of teaching and research activities of the faculty. The preferred candidates should have the ability and enthusiasm to teach laboratory courses in Petroleum Systems Engineering and to facilitate research activities of the faculty. The successful candidate will be expected to play a leadership role in the setting up of teaching and research laboratories in support of the petroleum systems engineering program.

Applicants should have a Bachelor's or Master's degree in Petroleum/ Chemical Engineering or other related engineering disciplines with considerable exposure to research in both academic and industrial environments. Operating and maintenance experience with state of the art teaching and research equipment such as P-V-T cells, core flood apparatus, computer graphics, GC, GC/MS, HPLC, Sulphur Analyzer, etc. is essential. Applicants should have the appropriate credentials for registration as Professional Engineers. Review of applications will begin in January 1999.

Faculty Position in GHG Control Technology. Applications are invited for an open rank tenure track position. The preferred candidate should have the ability and enthusiasm to teach graduate and undergraduate courses in Environmental Systems Engineering and conduct research in one or more of the following areas: GHG emission minimization, mitigation, adaptation and modelling.

Applicants should have an earned Ph.D. degree in Chemical/Civil/ Environmental/ Mechanical Engineering or other related engineering disciplines. A strong commitment to teaching and research is required. Industrial experience is particularly valued. Applicants should have the appropriate credentials for registration as Professional Engineers. Review of applications will begin in April 1999.

Faculty Position in Industrial Systems Engineering. Applications are invited for a tenure track position at the rank of Assistant/Associate Professor. The preferred candidate should have the ability and enthusiasm to teach graduate and undergraduate courses in Industrial Systems Engineering and conduct research in one or more of the following areas: Industrial Systems Control and Automation, Production/Operations Control and Management, Intelligent Manufacturing Systems.

Applicants should have an earned Ph.D. degree in Mechanical/ Industrial Engineering or other related engineering disciplines. A strong commitment to teaching and research is required. Industrial experience is particularly valued. Applicants should have the appropriate credentials for registration as Professional Engineers. Review of applications will begin in April 1999.

Faculty of Engineering/ Saskatchewan Research Council Research Professor. The Faculty and the Saskatchewan Research Council (SRC) have established a Research Professor position in petroleum recovery. Applications are invited for this open rank tenure track position. The preferred candidate should have the ability and enthusiasm to teach graduate and undergraduate courses in Petroleum Engineering and conduct research in the area of enhanced oil recovery. The successful candidate will conduct research both at SRC and the University.

Applicants should have an earned Ph.D. degree in Petroleum/Chemical or other related engineering disciplines. A strong commitment to teaching and research is required. Industrial experience is particularly valued. Review of applications will begin in April 1999

NRCan Research Professorships in Petroleum Systems Engineering. In collaboration with Natural Resources Canada, the Faculty has established six NRCan Research Professor positions. Faculty members appointed as NRCan Research Professors would conduct research and development work as members of the Petroleum Technology Research Centre at the University of Regina. Applications are invited for these tenure track open rank positions. The preferred candidates should have the ability and enthusiasm to teach graduate and undergraduate courses in Petroleum Systems Engineering and conduct research in one or more of the following areas: Enhanced oil recovery, reservoir characterization, energy efficient recovery processes, horizontal wells, optimization of petroleum production systems, applications of intelligent engineering to petroleum production systems, petroleum waste management, green house gas separation and sequestration.

Applicants should have an earned Ph.D. degree in Petroleum/ Chemical/Mechanical Engineering or other related disciplines. A strong commitment to teaching and research is required for all the positions. Industrial experience is particularly valued. Applicants should have the appropriate credentials for registration as Professional Engineers. Review of applications will begin in April 1999.

Send application, including the names of three referees to: Dr. Amit Chakma, Dean of Engineering, University of Regina, Regina, SK, S4S 0A2. E-mail: amit.chakma@uregina.ca.

FACULTY OF FINE ARTS

Film and Video. Applications are invited for a one-year term appointment at the rank of Assistant Professor, in the area of film and video and digital production. The successful candidate will be expected to teach production classes in film and in video in a BFA program and carry out creative and research work related to production. Applicants should hold a Master's degree in film production and/or have a substantial portfolio of critically reviewed work. Teaching experience and a background in directing and/or screenwriting would be an asset. Review of applications will begin in March 1999. Please submit an application with a curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to send letters.

Music. Applications are invited for a tenure track appointment at the rank of Assistant Professor. Responsibilities will include concert band/wind ensemble and related courses, student

recruitment, and the ability to teach in an applied area with a preference for percussion or winds. Applicants should hold a DMA, Ph.D. or equivalent. Review of applications will begin in March 1999. Please submit an application with a curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to send letters.

Theatre. Applications are invited for a three-year term appointment at the rank of Assistant Professor, for a specialist in acting with a secondary strength. The successful applicant will be required to teach all levels of acting in the department, direct department productions as required, and accept other teaching duties as assigned. Applicants should have an M.F.A. in Theatre or equivalent qualifications, and an active record of significant experience in teaching and/or professional theatre. Additional strengths or interests in one or more of the following areas would be considered an asset: television and film performance, women in performance, styles of performance, alternative/experimental performance methods, collective performance, in voice and movement. Review of applications will begin in March 1999. Please submit an application with a curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to send letters.

Theatre. Applications are invited for a Technical Director at the rank of Instructor, for a three-year term. The successful applicant will be required to teach all levels of lighting and sound and to act as Technical Director for the theatre production program that serves as the core of all the department's teaching. Applicants should have an M.F.A. in Technical Theatre or equivalent professional experience and must demonstrate experience with computer technology in the field, including the ability to use computers for research, teaching, and administration. Additional strengths or interests in one or more of the following areas would be considered an asset: flying equipment, lighting and sound design, demonstrable ability to manage/teach students in a production environment. Review of applications will begin in March 1999. Please submit an application with a curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to send letters.

Visual Arts. Applications are invited for a tenure track appointment in the areas of painting and drawing at the rank of Assistant Professor. The successful applicant will teach painting and drawing and related courses at the undergraduate and graduate levels. Applicants should possess an M.F.A. degree, teaching experience at the university level, an active exhibition record and substantial knowledge of contemporary art issues. The successful candidate will be provided with studio space. Review of applications will begin in March 1999. Please submit an application together with a curriculum vitae, a copy of all university transcripts, 20 slides of current work, a slide list, statement of teaching philosophy and the names and addresses of three referees who have been asked to send letters.

Visual Arts. Applications are invited for a one-year term appointment as Artist-in-Residence (in the area of Intermedia) at the rank of Assistant Professor. The successful applicant will teach undergraduate and graduate studio courses in the area of Intermedia including time-based art practice involving technologies such as: computer, video, and audio and their application in performance and installation art practice. Applicants should possess an M.F.A. degree, teaching experience at the university level, an active exhibition record and a substantial knowledge of contemporary issues. The successful candidate will be provided with studio space. Review of applications will begin in March 1999. Please submit a letter of application together with curriculum vitae, a copy of all university transcripts, 20 slides of current work, a slide list and the names and addresses of three referees who have been asked to send letters.

Please submit applications with curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to send letters to: J. Richard Roan, Acting Dean, Faculty of Fine Arts, University of Regina, Regina, SK, S4S 0A2.

FACULTY OF SCIENCE

Chemistry. Applications are invited for a tenure track position in Biochemistry at the rank of Assistant Professor, effective July 1, 1999. Interested individuals should have expertise in the area of protein biochemistry with experience in the application of recombinant DNA methods to investigate the production, function or structural features of proteins. Research interests in the faculty include: the preparation, function and structural characterization of proteins; secretion of extracellular proteins; cellular consequences of protein signalling; and protein drug interactions. Applicants must have a Ph.D. degree or equivalent, and preferably two years postdoctoral experience. The successful applicant must be capable of mounting an original, competitive, independent research program and have a commitment to undergraduate and graduate teaching.

Please submit a curriculum vitae, an outline of proposed research and the names and addresses of three referees to: Dr. K. E. Johnson, Head, Department of Chemistry, University of Regina, Regina, SK, S4S 0A2. E-mail kejohns@cas.uregina.ca. Review of applications will begin in February 1999.

Computer Science. Applications are invited for one tenure track position at the rank of Assistant Professor. Priority will be given to candidates with research expertise and industrial experience in information technology, software engineering of new media/multimedia applications development. Successful applications will be expected to develop a productive research program, establish collaborative projects with industry, secure external funding, attract graduate students and provide a stimulating learning context for undergraduate and graduate students. The Computer Science Department has approximately 400 undergraduate and 60 graduate students. The Department maintains active B.Sc., M.Sc., and Ph.D. programs, with established research programs focusing on artificial intelligence, data mining, databases, information retrieval, image processing and computer graphics. Regina has a flourishing information technology industry. The University has a rapidly developing research and development park which includes ISM, one of Canada's largest computer services companies, TRLabs, a not-for-profit telecommunications research consortium, and a growing cluster of Internet and multimedia development firms.

Applications, including a curriculum vitae, the names of three referees and appropriate transcripts should be directed to: Dr L. V. Saxton, Head, Department of Computer Science, University of Regina, Regina, SK, S4S 0A2. Review of applications will begin in February 1999.

Mathematics and Statistics
Applications are invited for two tenure track positions at the rank of Assistant Professor. Applicants should hold a Ph.D. in Mathematics or Statistics and will be expected to engage in an active program of research and to teach courses at all levels. Applications will be considered from individuals whose research complements areas of strength in the Department of Mathematics and Statistics. For one of the positions the Department particularly encourages applications from candidates with a background in numerical analysis and interest in numerical linear algebra. Information on the Department may be obtained from the web site: http://www.math.uregina.ca/.

Applications for these positions should include a curriculum vitae, a teaching dossier, and at least three letters of reference. These should be forwarded to: The Chair of the Search Committee, Department of Mathematics and Statistics, University of Regina, Regina, SK, S4S 0A2. Applications will be considered until the position is filled.

SASKATCHEWAN INDIAN FEDERATED COLLEGE

The Saskatchewan Indian Federated College is a First Nations controlled university college with campuses in Regina, Saskatoon and Prince Albert. Federated with the University of Regina since 1976, SIFC offers undergraduate and graduate university courses and programs in an environment of First Nations cultural affirmation. With over 1,600 students enrolled in tri-campus and community-based programs, SIFC is an innovator in the development and delivery of academic programs geared to meeting the unique needs of Indigenous Peoples. Certificates, diplomas and degrees are offered in a dozen academic areas. The SIFC is inviting applications in a number of areas. All appointments are effective July 1, 1999, and all positions will remain open until filled.

Dean of Academic Affairs (Regina)
The SIFC is inviting applications for the position of Dean of Academic Affairs. Candidates must have strong administrative and interpersonal skills as well as established reputations as scholars and teachers. As well as understanding the internal workings of universities, candidates must demonstrate an understanding of First Nations' governance and the issues facing First Nations people. The successful candidate will provide academic leadership for the SIFC, develop policy, further the development of the Academic office systems, and take the leading role in the administration of the collective agreement for the 60 faculty members. Applicants should hold a Ph.D. from an accredited institution, although candidates with a Master's degree and significant experience may be considered.

The Department of English (Regina)
is inviting applications for a two-year term position at the rank of Assistant Professor. We are interested in candidates with expertise in both Aboriginal literature and Composition and Rhetoric. Candidates should hold a Ph.D. in English from an accredited institution, although candidates with a Master's degree and significant teaching and research experience will be considered. This position is subject to budgetary approval.

The Department of Indian Education (Regina) is inviting applications for a probationary (permanent track) position at the rank of Assistant Professor to take on the role of Department Head. A Ph.D. in Education from an accredited institution is preferable, although candidates with a Master's Degree with significant teaching and research experience will be considered. Preference will be given to applicants who specialize in elementary education.

The Department of Indian Studies (Regina and/or Saskatoon) is inviting applications for a probationary (permanent track) position at the rank of Assistant Professor. Applicants must possess a minimum of a Master's degree from an accredited institution in a Social Science with a specialization in Aboriginal women's studies: race, gender, class analysis, and social science research. This position is subject to budgetary approval.

In order to meet the increasing demand for First Nations professionals as Certified Public Health Inspectors (CPHI) in the area of Environmental Health and Science, **the Department of Science** is starting an environmental health and science program. This is a four-year Bachelor of Applied Science degree program, which has a multidisciplinary focus in life science, environmental health, and environmental engineering. The Department is inviting applications for a probationary (permanent-track) position at the Assistant Professor level as Director of the Environmental Health and Science Program. The successful candidate will be expected to actively seek funds, recruit faculty members along with directing, developing, and teaching new courses. Applicants must have a Ph.D. degree from an accredited institution in Environmental Science, Environmental Health, or Environmental Engineering. Previous related experience would be an asset. Preference will be given to applicants with a CPHI(C). This position is subject to budgetary approval.

Relocation assistance will be provided if necessary. Preference will be given to First Nations candidates (S.H.R.C. #E-93-13); therefore, please indicate clearly your FN status on your covering letter. Please send your curriculum vitae and the names of at least three referees to: Jo-Ann Thain, A/Dean of Academics, CW Room 118, University of Regina, Regina, SK S4S 0A2, Fax (306) 584-0955.

All positions are subject to budgetary approval. Normal expected date of appointment will be July 1, 1999

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. Canadian Aboriginal people, persons with disabilities, visible minorities and women are invited to identify themselves as members of these designated groups on their applications.

UNIVERSITY OF REGINA

The University of Regina is a comprehensive University which emphasizes excellence in teaching, research and public service. Experiential learning as well as cross disciplinary teaching and research are strongly supported. Eight Faculties, three federated colleges as well as the Language Institute and University Extension help create a culturally diverse and vibrant community on campus. Opportunities for interaction in the local community as well as provincially, nationally, and internationally are readily available and encouraged. The University of Regina is situated in beautiful Wascana Park, one of the largest urban parks in North America.

World Wide Web Site: http://www.uregina.ca

DEAN OF THE FACULTY OF FINE ARTS

The University of Regina invites applications and nominations for the position of Dean of the Faculty of Fine Arts effective July 1, 1999, for a term of five years. The Faculty offers a full range of professional (BFA, BMus, BMusEd, MFA, MMus) and liberal arts degree programs through each of its four departments of Film and Video, Theatre, Music and Visual Arts. It also offers a cross disciplinary BFA in Music Theatre, as well as a combined BA/BEd degree in Arts Education in conjunction with the Faculty of Education. It maintains close connections with the University Conservatory of Music and Dance, Language Institute, Women's Studies Program and School of Journalism as well as the Saskatchewan Indian Federated College and its programs in Indian Fine Arts and a number of external arts organizations. The Faculty has an annual operating budget in excess of $3.5 million.

The Faculty of Fine Arts benefits from close relations with a wide variety of amateur, educational and professional arts organizations such as the MacKenzie Art Gallery, the Globe Theatre, the Regina Symphony Orchestra, New Dance Horizons, the Film Pool and the Saskatchewan Motion Picture Association.

UNIVERSITY LIBRARIAN

The University of Regina invites applications and nominations for the position of University Librarian effective July 1, 1999, for a term of five years. The University Librarian is responsible for administering the total operation of the Library system and is expected to provide creative and effective leadership on all levels. The Library system comprises the Main Library and two branch libraries. Through a collection of 2.4 million volumes, the Library supports the scholarship of 11,600 students and 420 faculty members in a university committed to excellence in research and teaching. The annual budget of $5.5 million supports a staff of 77 in the main library, one branch library, and the University Archives. All library functions are managed by a newly installed Endeavor automated library system which also links its services with those in the Regina Library Information Network, a local consortium of specialized libraries. The Library also participates in the Council of Prairie and Pacific University Libraries consortium and the Canadian Association of Research Libraries.

Please direct inquiries and send applications or nominations, including a complete curriculum vitae and names of at least five referees in confidence to:

Dr. Dianne L. Common
Vice-President (Academic)
University of Regina
Regina, Saskatchewan
S4S 0A2

DEAN OF THE FACULTY OF GRADUATE STUDIES AND RESEARCH

The University of Regina invites applications and nominations for the position of Dean of the Faculty of Graduate Studies and Research. The initial five-year appointment will begin on July 1, 1999, or as soon as possible thereafter. The University of Regina has eight academic Faculties - Administration, Arts, Education, Engineering, Fine Arts, Physical Activity Studies, Science and Social Work. The student population is composed of approximately 11,500 full and part-time students, of which 900 are graduate students. Masters degrees are offered through all eight Faculties. The Doctor of Philosophy degree (PhD) is offered in Biology, Bio-Chemistry, Chemistry, Computer Science, Engineering, Mathematics, Physics and Psychology.

The Dean of Graduate Studies and Research provides leadership in graduate studies throughout the University, and is the University's external representative with respect to graduate affairs. The successful candidate will have a proven record of scholarship, teaching, service and administration.

Please direct inquiries and send applications or nominations, including a complete curriculum vitae and names of at least five referees in confidence to:

Dr. Larry Symes
Associate Vice-President (Research)
University of Regina
Regina, Saskatchewan
S4S 0A2

Review of applications will begin in February 1999

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In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. Canadian Aboriginal people, persons with disabilities, visible minorities and women are invited to identify themselves as members of these designated groups on their applications.

CAREERS SECTION · SECTION DES CARRIÈRES

MCGILL UNIVERSITY — The Faculty of Music, McGill University invites applications for a tenure track appointment in Jazz Studies. Applicants should have extensive professional performing experience (Preferably, trombone or bass), a substantial portfolio of compositions and arrangements and an outstanding teaching record at the university level. Teaching duties include Jazz Area courses such as: jazz orchestration and jazz arranging; supervision of graduate students; writing for and possibly directing a large jazz orchestra; and, instrumental instruction. The successful applicant will be expected to maintain and develop his/her professional activities. Review of applications will begin on March 15, 1999 and will continue until the position is filled. Starting date is September 1, 1999 or the successful candidate's earliest availability. Selected candidates will be invited to teach classes and meet with members of the Faculty Search Committee. Salary and rank are negotiable. This appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. The University provides a smoke-free working environment. Please send the invoice to: Wilfred Laurier University, c/o Ewa Dabrowska, 75 University Avenue West, Waterloo, ON N2L 3C5.

WILFRID LAURIER UNIVERSITY — The Faculty of Music is seeking a musicologist for a one-year limited-term appointment, with the possibility, pending funding, of a continuing position. The successful candidate will teach a wide range of undergraduate courses in music history. Doctorate in musicology, teaching experience, and publication record required. Rank: Assistant Professor. Starting date: July 1, 1999. Closing date for applications: February 1, 1999. Applications, including CV and three letters of reference, should be sent to Anne C. Hall, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. The University provides a smoke-free working environment. Please send the invoice to: Wilfred Laurier University, c/o Ewa Dabrowska, 75 University Avenue West, Waterloo, ON N2L 3C5.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Music. Applications are invited for a 12-month term appointment (sabbatical replacement). The appointment will be at the rank of Lecturer or Assistant Professor, and is subject to budgetary approval. Salary will be dependent on qualifications and experience, in accordance with the collective agreement. The date of appointment is 1 September, 1999. Applicants should have completed a minimum of a Master of Music, and be able to demonstrate successful teaching experience. Preference will be given to candidates with expertise in composition and theory, including electronic music, as well as studio instruction in guitar. If we are unable to find a candidate with strong qualifications in all of these areas, we will consider candidates who can teach studio guitar and give class instruction in two or three of the following areas: guitar techniques, popular music, form and analysis, 16th century counterpoint, 20th century harmony, materials of music, electronic music, composition, aural skills. Candidates should send a letter of application, curriculum vitae, scores and tapes of three compositions (for candidates with expertise in this area), an audio cassette representative of their playing, and three letters of reference. Recent graduates should include academic transcripts. All candidates should ensure that their application includes information about their teaching. Applications should be sent to: Search Committee, c/o Dr. Maureen Volk, Director, School of Music, Memorial University of Newfoundland, St. John's, NF A1C 5S7. Closing date for receipt of applications is 1 March, 1999, or when the position is filled. In accordance with Canadian immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity

NATIVE STUDIES

THE UNIVERSITY OF WINNIPEG — The Department of Religious Studies, The University of Winnipeg, invites applications for a probationary tenure-track position, at the rank of Assistant Professor, though ABD's will be considered, in aboriginal religious traditions, focusing on Ojibwa, Cree, and Sioux traditions. In addition to knowledge of the tradition(s) in question, preference will be given to candidates who have knowledge of one or more of the relevant aboriginal languages. Candidates will be expected to show a capacity to build contacts with local aboriginal communities, and to have at least one additional area of interest and teaching competence. Candidates are asked to specify their additional area(s) of interest and teaching competence in their letter of application. Primary teaching responsibilities are at the undergraduate level with opportunities for occasional teaching and thesis supervision at the Master's level. Subject to budgetary approval, this appointment is effective July 1, 1999. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. The University of Winnipeg is located in Winnipeg's downtown core, a metropolitan area of 700,000 people with the highest proportion of aboriginal peoples of any urban area in Canada. Winnipeg is also the home of the Hudson's Bay archives, a relatively untapped source of primary material from the 17th-20th centuries. Interested candidates should, by February 26, 1999 send a curriculum vitae, including three letters of recommendation, a sample of written work and evidence of teaching ability to: Dr. Peggy Day, Chair, Religious Studies Department, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, fax: 204-774-4134.

UNIVERSITY OF ALBERTA — The School of Native Studies has an opening for a tenure-track faculty position at the assistant professor level, but applications of mid-career candidates are encouraged. The position will commence July 1, 1999. The School of Native Studies offers a four year BA in Native Studies, a combined BA/Bed degree program and an Honors BA. The successful candidate will be able to operate in an interdisciplinary environment, possess a scholarly orientation, demonstrate a strong commitment to undergraduate teaching in the liberal arts tradition and be prepared to create and teach courses at all levels. Fluency in an Aboriginal language is an asset. A MA is requisite, and candidates with a PhD will be preferred. The candidate will be able to offer courses in one or more of the following areas: Self-governance; Land and Resources; and Community-based Research and Applied Skills. A strong competency in other relevant areas will be considered. The ability to supervise students is essential. The School of Native Studies, with a growing student body, actively promotes a community-orientation to research and curriculum. The School is entering its tenth year as a degree granting institution. As a small, autonomous faculty, the School is preparing for a period of expansion within a research University that is in the throes of faculty renewal. The University of Alberta is a full service, research intensive institution which plays an integral role in the educational, cultural and business life of Alberta and Canada through its teaching, research and community service. More than 4,500 courses are offered in 17 Faculties and Schools. Some 26,000 undergraduate and 4,000 graduate students are enrolled. External research grants to the University in 1997-98 totaled $125.6 million. In most recent years, the University of Alberta has demonstrated an outstanding record in tenure-track appointments. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a curriculum vitae, copies of research and publications and the names of three referees. Copies of teaching evaluations, course materials or a teaching dossier, transcripts and evidence of community experience will also assist the selection committee. Frank Tough, Director, School of Native Studies 11023 - 90 Avenue, University of Alberta, Edmonton, Alberta, T6G 1A6. Phone: (403) 492-2991, Fax: (403) 492-0527. Enquiries can be directed by e-mail: ftough@ualberta.ca The deadline for applications is February 15, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

NEUROSCIENCE

UNIVERSITY OF ALBERTA — Applications are invited for one full time tenure-track position specializing in Neuroscience at the University of Alberta, Department of Occupational Therapy for July 1, 1999 or earlier if suitable candidates are found. The Faculty of Rehabilitation Medicine, consisting of Departments of Occupational Therapy, Physical Therapy, and Speech and Language Pathology, is the single occupant in a recently renovated facility that provides excellent resources for teaching and learning. The Department of Occupational therapy offers BSc and MSc degrees in Occupational Therapy and participates fully in an interdisciplinary PhD degree program in Rehabilitation Science. Successful applicants will be expected to teach in the undergraduate and graduate program and maintain an active research profile. Candidates must possess a PhD degree. A background in occupational therapy is preferred, but other areas will be considered. Evidence of successful grant applications will be advantageous. Rank and salary will be commensurate with qualifications at the Assistant Professor or Associate Professor level. Closing date for applications is February 19, 1999, but applications will be accepted until positions are filled. Qualified applicants should send a curriculum vitae, a statement of teaching and research interests, and the names of three (3) references to: Dr. A. Cook, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4. Phone: (403) 492-5591, Email: albert.cook@ualberta.ca. Further information on the positions may be obtained by contacting Dr. Vivien Hollis, Department Chair, Fax: (403) 492-1626, Email: vhollis@ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

NURSING

UNIVERSITY OF ALBERTA — The Faculty of Nursing is looking for a highly qualified individual for an academic position at the Assistant or

Queen's University at Kingston

Postdoctoral Fellowship in the Humanities

Queen's University announces a fellowship for scholars who have recently completed or are about to complete doctoral studies, and are doing research in the humanities, broadly conceived. Candidates with new perspectives, who can place specialized enquiry within a larger intellectual or cultural context and/or who are engaged in multi- or inter-disciplinary scholarship, are especially encouraged to apply. Fellowships are tenable for two years with a stipend of $40,000 for the first year and a research allowance of $2,000. While most of their time is devoted to research, fellows are normally expected to teach one full course in an appropriate discipline. Applicants should send a curriculum vitae and an outline, not exceeding 1,000 words, of their proposed research to ***Dr. Roberta Hamilton, Associate Dean, Faculty of Arts and Science, Queen's University, Kingston, Ontario, K7L 3N6.*** Three referees should be asked to send supporting letters to the same address. The deadline for completed applications is *March 8, 1999*. Les francophones, ainsi que les anglophones, sont invité(e)s à poser leur candidature. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified women and men, including visible minorities, aboriginal peoples, persons with disabilities, gay men and lesbians.

THE UNIVERSITY OF NEW BRUNSWICK — FREDERICTON
TENURE-TRACK FACULTY POSITIONS

FACULTY OF ADMINISTRATION

Finance. A tenure-track position at the Assistant or Associate level. Applicants must have an earned doctorate in Finance or be in the final stages of completing the dissertation. Strong applicants from all areas of Finance will be considered.

Marketing. A tenure-track position at the Assistant level. Applicants must have an earned doctorate in Marketing or be in the final stages of completing the dissertation. The successful candidate will be expected to teach marking principles and consumer behaviour at the undergraduate and graduate levels. An interest in international marketing and/or small business and entrepreneurship is desirable.

Candidates must demonstrate a strong commitment to scholarly research, quality teaching, and interacting with the business community. Applications should be sent to Or. Farhad Simyar, Oean, Faculty of Administration.

FACULTIES OF ARTS & KINESIOLOGY

Philosophy/History of Physical Activity, Sport & Leisure. A tenure-track position at the Assistant level to be cross-appointed to Kinesiology and to the appropriate department in the Faculty of Arts. The successful candidate will have a PhO and be expected to teach courses at the undergraduate and graduate level related to their areas of expertise. Research is expected and encouraged in the area of expertise and candidates should be willing to collaborate with researchers and professionals in related fields and to seek external funding. Applications should be sent to Or. Terry R. Haggerty, Oean, Faculty of Kinesiology

ECONOMICS

Health Economics. A tenure-track position at the Assistant or Associate level. Duties include teaching at the graduate and undergraduate levels, supervision, research and service. The Oepartment of Economics has played a leading role in attracting significant funding to UNB from the National Cancer Institute of Canada through its Regional Research Oevelopment Program. The successful candidate will have a substantial role in this research initiative. Candidates should have a PhO and a strong commitment to research. Applications should be sent to Or. Rick McGaw, Chair, Oepartment of Economics.

ECONOMICS & CIVIL ENGINEERING

Transportation Economics. A tenure-track position at the Assistant or Associate level to be cross-appointed to the Departments of Economics and Civil Engineering. The UNB transportation group is a co-operative venture of the two departments. Since its formation in the 1960's it has been active in undergraduate and graduate teaching and in pure and applied research. Applicants should have a PhO and be eager to attract research funding and to participate in research programs with colleagues in both departments. Applications should be sent to Or. Rick McGaw, Oepartment of Economics

FACULTY OF COMPUTER SCIENCE

Tenure-track appointees at the Assistant level are expected to have a PhD or be nearing completion, with evidence of research accomplishments and the potential for excellence in teaching. Applicants must be willing to teach at both the undergraduate and graduate levels with preference being given for persons interested in one or more the following areas: Oatabase/Information Systems; Oistributed Computing, Operating Systems, Multimedia Systems, Software Engineering, Computer Graphics. All areas will be considered. Applicants must be prepared to actively pursue research and supervise graduate students. Those who have an interest in being cross-appointed in another academic unit are especially encouraged to apply. Applications should be sent to Or. Jane Fritz, Oean, Faculty of Computer Science.

CHEMICAL ENGINEERING

A tenure-track position at the Assistant level. Candidates should have a PhO in chemical engineering, or a related discipline. Industrial experience is desirable although not essential. The strength and motivation of an applicant are regarded as more important that the particular area of research, although the extent to which a candidate's research interests complement and extend the current areas of activity within the department will also be considered. Accordingly, applicants with strong interests in materials and pulp and paper will be particularly welcome. Applications should be sent to Or. Michel Couturier, Chair, Oepartment of Chemical Engineering.

CIVIL ENGINEERING

Environmental hydraulics. A tenure-track position at the Assistant level. Applicants must have completed the requirements for a doctoral degree at the time of appointment and must demonstrate potential for high-quality teaching and research. The successful candidate will teach undergraduate courses in fluid mechanics and environmental hydraulics; develop graduate courses; supervise graduate students; and develop and sustain an externally sponsored research program. Environmental hydraulics includes: wetlands hydrology, engineered wetlands, storm water runoff quality, transport of pollutants in inland and coastal waters, numerical simulation of surface water quality, and the study of processes at the water-sediment interface. Candidates with the ability to combine laboratory and/or field studies with rigorous quantitative analysis, modelling, and design are encouraged. Applications should be sent to Or. Lloyd Waugh, Chair, Oepartment of Civil Engineering.

GEODESY & GEOMATICS

Navigation and precise positioning systems and applications; geospatial data analysis and estimation; precision engineering and mining surveys. A tenure-track position. Applicants should possess a solid record of research and teaching achievements in one or more of the above fields and have an earned PhD in a relevant discipline.

Digital image processing and metrology for remote sensing and mapping; geomatics systems integration in land or marine applications; geospatial data analysis and estimation. A tenure-track position. Applicants should possess a solid record of research and teaching achievements in one or more of the above fields. Applications will have an earned PhO in a relevant discipline.

Industry experience is an advantage, and applicants should be eligible for registration as a Professional Engineer in the province of New Brunswick. The successful candidates will be expected to act individually and as part of a team in providing academic leadership to the profession and to the International research community. Applications should be sent to Or. Oavid Coleman, Chair, Oepartment of Geodesy and Geomatics Engineering.

FACULTY OF KINESIOLOGY

Human Factors/Rehabilitative Science. A tenure-track position at the Assistant level in the general field of human factors/ergonomics/rehabilitative/preventative health aspects related to physical activity, sport, leisure, daily living and the workplace. The successful candidates will have a PhO and be expected to teach courses at the undergraduate and graduate level related to their areas of expertise. Research is expected and encouraged in the area of expertise and candidates should be willing to collaborate with researchers and professionals in related fields and to seek external funding. Applications should be sent to Or. Terry R. Haggerty, Oean, Faculty of Kinesiology.

MATHEMATICS & STATISTICS

Biostatistics. A tenure-track position. Applicants must have a PhO in statistics and a substantial record of research and experience in teaching. Experience with statistical consulting in a health or medical environment is required, especially in the fields of development and ageing. Experience in designing teaching programs in applied statistics will be seen as an advantage.

Analysis, applied mathematics or mathematical physics. A tenure-track position at the Assistant level. Candidates are expected to have a PhO in one of the above areas. Exceptional candidates from other areas of mathematics will also be considered. Applicants should have a proven record of research and experience in teaching.

Preference will be given to candidates whose expertise could enable them to collaborate on research with at least one current member of the Oepartment. Applications should be sent to Or. Jon Thompson, Chair, Oepartment of Mathematics and Statistics.

CENTRE FOR INTERNATIONAL BUSINESS STUDIES

Applications are invited for the position of Director. Located in the Faculty of Administration, the Centre is a prestigious academic international business studies unit with a mandate for promoting international business research, and for building and maintaining partnership with industry and government. The Director is expected to have international experience and a demonstrated understanding of cross-cultural issues and should have an ability to exploit program initiatives and opportunities from external funding agencies and to provide leadership to integrate the Centre and Faculty objectives in teaching, research and community service. Academic achievement should be at the level of, at least, Associate Professor. The academic appointment will be supplemented by appointment as Director and is for a five-year term, renewable upon review. Inquiries and applications should be sent to Dr. Farhad Simyar, Dean of Administration.



UNIVERSITY OF NEW BRUNSWICK

The University of New Brunswick is strongly committed to excellence in teaching and research. Candidates should have an articulated research program and be willing to collaborate with researchers and professionals in related fields.

All positions are subject to final budgetary approval and are scheduled to take effect 1 July 1999. Salaries are commensurate with salary and experience.

Applicants should direct inquiries and applications, including a *curriculum vita*, description of teaching and research interests, and the names of three referees to the appropriate Chair or Oean at: **University of New Brunswick, P.O. Box 4400 Fredericton, N.B. E3B 5A3.** (506) 453-4666. The deadline for the receipt of applications is **1 March, 1999.**

Information about UNB and the City of Fredericton may be found at: http://www.unb.ca and http://www.City.Fredericton.nb.ca/welcome.html respectively.

In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

CAREERS SECTION · SECTION DES CARRIÈRES

Associate Professor level, beginning January 1, 2000. Ideal candidates will have a doctoral degree, preferably in nursing. Other qualifications include, but are not limited to, a Master's degree in nursing, and an identified program of research as reflected in publications in refereed journals. Preferred candidates will have clinical expertise and/or specialization in the areas of maternal-child, community health, or critical care nursing. Applicants must hold current nursing registration in Alberta or be eligible to be registered as a nurse in the Province of Alberta. The University is one of the largest full-service, research-active universities in Canada, and its goal, as it enters the new century, is to be indisputably recognized, nationally and internationally as one of Canada's finest universities. The University of Alberta is situated on the banks of the North Saskatchewan River in the heart of the Province's capital city, Edmonton, within four hours reach of the Rocky Mountains and offers its citizens a clean, safe environment and a rich and varied cultural experience. For more information, please view our home page at: http://web.ualberta.ca/UAlberta.html. Applicants are invited to submit a curriculum vitae and the names of three referees to: The Dean, Faculty of Nursing, 3-129 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3. Closing date is April 1, 1999. We offer a competitive salary commensurate with experience and an excellent benefits plan, including relocation assistance. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

OCCUPATIONAL THERAPY

UNIVERSITY OF MANITOBA — Applications are invited for a full-time tenure-track position at the rank of Assistant Professor in the Division of Occupational Therapy, beginning on July 1, 1999, or as soon as possible thereafter. The successful candidate should have a PhD degree in a rehabilitation-related discipline, demonstrated research activity, and evidence of strong research potential in the area of human occupation; consideration may be given to individuals with a Masters degree. The candidate must also be eligible for registration with the Association of Occupational Therapists of Manitoba (AOTM) and for membership in the Canadian Association of Occupation Therapists (CAOT). Prior teaching experience will be considered an asset. Duties will include undergraduate and graduate teaching and supervision, research and service-related activities. The salary range for the position is $40,868 to $62,509 (currently under negotiation). The University of Manitoba will provide assistance for moving expenses and has a generous benefits package which includes both health and dental plans. The Division of Occupational Therapy has 6 full-time tenure track and 9 part-time faculty members and offers the Bachelor of Medical Rehabilitation (OT) program to 30 students in each of three years. In addition, the School of Medical Rehabilitation offers a Master of Science (Rehabilitation) degree program. The Division is planning a major revision to its undergraduate curriculum and the University of Manitobe is currently implementing recommendations from a university-wide strategic planning exercise; therefore, this is an excellent opportunity to participate in a collegial and supportive milieu to contribute to a dynamic teaching and research environment. Winnipeg has a rich cultural environment with symphony, opera, dance, theatre, and ethnic festivals. There are many opportunities for outdoor recreation in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home-buyer. The University of Manitobe encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three referees to the address below. The deadline for receipt of applications is March 15, 1999. (Applications will be accepted until the position is filled). Contact: Dr. Juliette Cooper, Chair, Search Committee for Occupational Therapy, School of Medical Rehabilitation, University of Manitobe, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. e-mail: jcooper@ms.umanitoba.ca. Telephone: (204) 789-3413; Fax: (204) 789-3927. Further information concerning the University of Manitobe may be obtained from http://www.umanitoba.ca

PATHOLOGY & LABORATORY MEDICINE

UNIVERSITY OF CALGARY — The Department of Pathology & Laboratory Medicine, in conjunction with Calgary Laboratory Services, invite applications for a full-time academic position as a Transplant Immunologist at the Associate Professor level or higher. Duties include research, clinical service, administration, and undergraduate and graduate teaching. Clinical duties include supervision of a transplantation immunology laboratory in an active transplantation program. Qualifications include a PhD in immunology, at least two years of postdoctoral training, special expertise and experience in tissue typing, and an established research career in transplant immunology, including a record of independent research funding. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. Please submit a curriculum vitae and the names of three referees by February 5, 1999, to: Dr. H. Benediktsson, Head, Department of Pathology & Laboratory Medicine, 1638 - 10 Avenue S.W., Calgary, Alberta, Canada T3C 0J5.

PEDIATRICS

UNIVERSITY OF MANITOBA — The Department of Pediatrics and Child Health, University of Manitobe, and the Child Health Program of the Winnipeg Hospital Authority are seeking a contingent, geographical full-time Section Head for Pediatric Nephrology at the rank of Associate Professor or Professor. The Children's Hospital is a major tertiary care health facility serving a population base of over 1 million in Manitobe, as well as providing consultation and pediatric end stage renal disease care for children in Saskatchewan, Northwestern Ontario and the Keewatin district of the Northwest Territories. The Section offers a full range of clinical services including hemodialysis and hemofiltration, peritoneal dialysis, renal transplantation, and is supported by two full-time pediatric urologists, including a pediatric renal transplant surgeon. The successful candidate will join two nephrologists in the Section of Pediatric Nephrology and should have basic research or clinical investigation interest, in addition to clinical expertise. The individual must also be prepared to participate in undergraduate and postgraduate educational programs in Pediatrics, Nephrology and related allied health disciplines. The Section has major basic science research interests in the progression of chronic renal injury, dietary modification of renal disease and transplantation immunobiology. The Section has active clinical research interests in aboriginal health and is an active participant in a variety of multiactive clinical trials. The Section participates in multidisciplinary collaborative research groups within and beyond the University of Manitobe. Candidates must have senior specialty qualifications in nephrology in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba Certification in Nephrology and Pediatrics by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send their curriculum vitae together with names and addresses of three referees to: Michael Moffatt, MD, FRCPC, Professor and Head, Department of Pediatrics and Child Health, 820 Sherbrook Hospital, 840 Sherbrook Street, Winnipeg, Manitoba, R3A 1A1. Closing date for receipt of applications is February 15, 1999.

PHILOSOPHY

YORK UNIVERSITY — The Department of Philosophy, Faculty of Arts, York University, invites applications for a tenure-stream appointment at the assistant professor level, pending budgetary approval. Area of specialization: Analytic Philosophy. The Department is especially interested in applicants with expertise in epistemology, metaphysics, or the philosophy of language. A PhD and demonstrated potential for excellence in research and teaching are required for this position. Salary commensurate with qualifications; competitive benefits. A curriculum vitae, along with a brief writing sample and three academic references, should be sent to: Chair of the Search Committee, Department of Philosophy, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3; Fax: (416) 736-5114. The deadline for applications is February 25, 1999. Further information is available at (http://www.yorku.ca). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA — The Department of Philosophy at the University of Alberta announces two sessional (8 month) positions subject to availability of funding. These are fixed term positions from September 1, 1999 to April 30, 2000. Areas of specialization and competence are open, but the Department has teaching needs in the following areas: Introduction to Philosophy, both Practical and Symbolic Logic, Philosophy of Mind, Philosophy of Science and Continental Philosophy. The standard teaching load for a sessional lecturer is five one-semester courses, there are no graduate seminars or supervisory duties. The salary range begins at $26,000 for candidates with the PhD and depends on experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Complete dossiers including a CV, three letters of recommendation, and a writing sample may be forwarded to: Dr. B. Linsky, Acting Chair, Department of Philosophy, University of Alberta, Edmonton, Alberta, Canada, T6G 2E5. Deadline for applications is February 22, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SAINT MARY'S UNIVERSITY — The Department of Philosophy, Saint Mary's University, Halifax, invites applications for a tenure-track position. The successful candidate will have a PhD in Philosophy and will be expected to teaching a range of philosophy courses, including introduction to philosophy, critical thinking, and courses in at least one of the following areas: History of Western Philosophy, Philosophy of Language and/or Ethics. Send letter of application, curriculum vitae, three letters of reference and samples of scholarly work directly to: Dr. Shelagh Crooks, Chair, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. The advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website: http://www.stmarys.ca

THE UNIVERSITY OF WINNIPEG — The Department of Philosophy, The University of Winnipeg, invites applications from qualified women and men for a tenure-track position at the rank of Assistant Professor. Teaching duties will include courses cross-listed with the University's Environmental Studies/Urban Studies Program. Subject to budgetary approval, this appointment is effective July 1, 1999. Salary is commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The Department invites candidates with a solid grounding in theoretical and practical ethics, environmental philosophy, and a firm commitment to undergraduate teaching and research. The successful candidate will be called upon to teach a variety of undergraduate courses with some outside her/his area of specialization. The Department of Philosophy offers both a traditional core of subjects and a variety of interdisciplinary engagements, such as the link with Environmental Studies/Urban Studies. Our Environmental Studies program is one of the oldest in Canada. Recent initiatives offer new opportunities for interdisciplinary research involving environmental values and policy. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by February 26, 1999, send a curriculum vitae, including at least three letters of reference, and writing sample, to: Professor Brian Kennan, Chair, Department of Philosophy, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, Fax: (204) 774-4134

UNIVERSITY OF TORONTO — Philosophy, Re-Issued. The Department of Philosophy invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1999. PhD and evidence of excellent teaching required. Area of specialization: bioethics. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications: 15 January 1999. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities. This is an international search but in accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Philosophy, University of Prince Edward Island, invites applications for a tenure-track position at the Assistant Professor rank to begin July 1, 1999, subject to budgetary approval. Salary will be commensurate with qualifications and experience. Applicants must have a completed PhD and at least one year of teaching experience. A typical teaching load would involve Introduction to Philosophy, 2 sections of Practical Logic (Critical Thinking), and choice of courses from the following group: Contemporary Moral Issues, Plato and Aristotle, Modern Philosophy, Business Ethics, Origins of Western Philosophy, Philosophical Issues in Feminism, Medieval Philosophy, and Philosophy of Religion. Beyond the usual load of six courses, Special Studies courses for senior students in the candidate's areas of interest would sometimes be offered. An ability to offer innovative approaches to teaching undergraduate history of philosophy would be an asset. Area of specialization is open, with the exceptions of political philosophy or philosophy of science. Preference will be given to those candidates with demonstrated excellence in teaching, a commitment to undergraduate teaching and collegiality, and an active research record. Applicants should send a curriculum vitae, evidence of teaching effectiveness, and the names and addresses of three academic referees to: Prof. Nebojsa Kujundzic, Department of Philosophy, University of Prince Edward Island, 550 University Avenue, Charlottetown, PEI, C1A 4P3. Applications will be accepted until February 15, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UPEI offers equal employment opportunities to qualified male and female applicants.

UNIVERSITY OF VICTORIA — Appointment in Philosophy, Position Number PHIL 02. The Department of Philosophy at the University of Victoria invites applications for a tenure-track position in theoretical ethics and social and political philosophy, to begin July 1, 1999 subject to budgetary approval. Preference will be given to applicants with a PhD, teaching experience and a sound research programme. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In consideration of the current gender imbalance in the Department, women are especially encouraged to apply. In accordance with Canadian Immigration Requirements, this advertisement is specifically directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment unless no suitable Canadian citizen or permanent resident applies. Applications, and c.v. should be sent to: Eike Kluge, Chair, Department of Philosophy, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4, http://www.phil.web@uvic.ca. Applicants should arrange for three letters of reference to be sent directly to the Chair. Submission deadline, inclusive of letters of reference, is March 5, 1999.

UNIVERSITY OF VICTORIA — Appointment in Philosophy, Position Number PHIL03. The Department of Philosophy at the University of Victoria invites applications for an eight-month sessional appointment at the junior level to begin 1 September 1999, subject to budgetary approval. Preference will be given to applicants with a PhD, teaching experience, and a sound research program. Candidates will be expected to teach introductory philosophy, philosophy of language, and the empiricists and Kant. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In consideration of the current gender imbalance in the Department, women are especially encouraged to apply. In accordance with Canadian Immigration Requirements, this advertisement is specifically directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment unless no suitable Canadian citizen or permanent resident applies. Applications, and c.v. should be sent to: Eike Kluge, Chair, Department of Philosophy, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4, http://www.phil.web.uvic.ca. Applicants should arrange for three letters of reference to be sent directly to the Chair. Submissions deadline, inclusive of letters of reference, is 5 March 1999.

PHYSICAL EDUCATION

UNIVERSITY OF SASKATCHEWAN — The Department of Curriculum Studies, College of Education, University of Saskatchewan, invites applications for a full-time, tenure-track position in Physical Education at the rank of Assistant Professor. The appointment becomes effective July 1, 1999. Candidates should possess an earned PhD in Education with a major in physical education, or be close to completing doctoral studies. Teaching experience is required with preference given to candidates possessing experience at both the elementary and secondary levels. Duties include teaching undergraduate and graduate courses in physical education, supervision of interns, and development of a program of research and scholarly work. The University is committed to employment equity. Members of the Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Filling this position is subject to budgetary approval. Applications should be sent to: Dr. R.D. Fram, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon SK S7N 0X1 Canada; Phone: 306-966-7559; Fax: 306-966-7658; E-mail: ralph.fram@usask.ca. Closing date for applications: March 15, 1999

PHYSICAL EDUCATION & RECREATION

BROCK UNIVERSITY — The Department of Physical Education is seeking applications for the following faculty positions effective July 1, 1999, subject to final budgetary approval: Two (2) tenure track positions at the rank of Assistant Professor. We are seeking candidates with expertise in the areas of sport psychology and biomechanics. One (1) three-year limited term position at the rank of Assistant Professor. We are seeking

Postdoctoral Position

A postdoctoral position is available for two years to study the physiology and composition of microbial communities involved in sulfur cycling and iron corrosion (ASM News 64: 627; AEM 64: 637; AEM 63: 178S). Familiarity with molecular biological techniques is required; experience with anaerobic or environmental microbiology is desired.

Please send cover letter, CV and names/adresses of two references by February 15, 1999 to **Dr. Gerrit Voordouw, Dept. of Biological Sciences, University of Calgary, Calgary (AB), T2N 1N4, Canada; e-mail, voordouw@ucalgary.ca; tel., (403) 220-6388; fax, (403) 289-9311.**

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

University of Lethbridge

THE UNIVERSITY OF LETHBRIDGE
SCHOOL OF FINE ARTS

Seeking qualified candidates for a three year term position as Assistant Professor of Multimedia, beginning July 1, 1999, and subject to budgetary approval.

A Ph.D., MFA or equivalent terminal degree in Multimedia with a strong background in the fine arts is required.

The School of Fine Arts plans to begin delivery in September 1999 of a new and innovative program leading to a BFA in Multimedia combining the study of new and interactive technologies with the traditional Art, Drama, and Music practices and theory. The successful candidate will be the first of a faculty team to instruct and assist in the development of the curriculum and must be able to teach introductory courses and possess specialties in Virtual Reality and/or 3-D Design.

The School of Fine Arts, housed in the Centre for the Arts with state-of-the-art equipment and facilities, offers degree programs in Art, Drama, and Music within the liberal arts education context and focuses on excellence in teaching and research/ creative activity. For more information about the University of Lethbridge, please visit our web site at www.uleth.ca

DIVISION OF THEATRE AND DRAMATIC ARTS

Seeking qualified candidates for a tenure track position as Assistant Professor of Drama (Design), with emphasis on Scenic and Lighting Design, beginning July 1, 1999, and subject to budgetary approval.

An MFA or equivalent, with evidence of a strong and successful teaching background and a demonstrated record of research is required. Professional theatre experience would be an asset.

The successful candidate will teach undergraduate courses and will be required to participate in the design and/or supervision of major University Theatre productions. The design and technical theatre program combines theoretical and practical training to a wide variety of students. The curriculum is largely delivered in a team-taught format, has strong ties to the major productions and a collaborative environment is integral to the design, planning and realization of the program.

The School of Fine Arts, housed in the Centre for the Arts with state-of-the-art equipment and facilities, offers degree programs in Art, Drama, and Music within the liberal arts education context and focuses on excellence in teaching and research/ creative activity. For more information about the University of Lethbridge, please visit our web site at www.uleth.ca

DIVISION OF MUSIC

Seeking qualified candidates for a tenure track position as Assistant Professor of Music (Theory), beginning July 1, 1999, and subject to budgetary approval.

A Ph.D. in Music Theory, proven record of successful teaching at the undergraduate level, and a demonstrated record of research is required.

The successful candidate will teach undergraduate courses in music theory, aural, sight-singing, and keyboard skills, and in areas of twentieth century theory and history. Additional skills in the areas of computer music applications and CAI, an applied area, or other areas, would be beneficial.

The School of Fine Arts, housed in the Centre for the Arts with state-of-the-art equipment and facilities, offers degree programs in Art, Drama, and Music within the liberal arts education context and focuses on excellence in teaching and research/creative activity. For more information about the University of Lethbridge, please visit our web site at www.uleth.ca

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications should include a current curriculum vitae, transcripts, and a statement of teaching philosophy. Arrange for material and three letters of reference to be sent to the following by the closing date, **March 1, 1999**:

Dr. C.J. Skinner, Dean
School of Fine Arts
The University of Lethbridge
4401 University Drive
Lethbridge, AB T1K 3M4
Tel: (403) 329-2155
Fax: (403) 382-7127
email: skinner@uleth.ca

candidates with expertise in the area of sport sociology. Applicants must have a doctorate (or near completion) and a demonstrated area of research. The closing date for applications is February 26, 1999. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three referees to: Dr. Nancy Murray, Chair, Department of Physical Education, Brock University, St. Catharines, Ontario, Canada L2S 3A1; E-mail: nmurray@arnie.pec.brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply.

BROCK UNIVERSITY — Sport and Exercise Management Program. The Sport and Exercise Management Program at Brock University invites applications for two three-year limited-term positions at the rank of Assistant Professor effective July 1, 1999, subject to final budgetary approval. The successful candidates will be expected to teach in the areas of Fiscal Management, Facility Management, Economics of Sport, and Behavioral Aspects of Sport and/or supervise research projects and/or internship placements. Candidates must possess an earned Doctorate (or near completion) in sport management or a closely related field. The closing date for applications is February 26, 1999. Qualified applicants must submit a letter of application, a curriculum vitae, and the names of three referees to: Cheri Bradish, Acting Chair, Sport and Exercise Management Program, Brock University, St. Catharines, Ontario, L2S 3A1; E-mail: cbradish@arnie.pec.brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply.

BROCK UNIVERSITY — Health Studies Program. The new B.Sc. Honours (health Sciences) program in the department of Health Studies at Brock University is seeking a human physiologist to fill a tenure track position at the level of Assistant Professor effective July 1, 1999, subject to final budgetary approval. The successful candidate will possess a relevant doctoral degree and experience in teaching at the undergraduate level. A second level of expertise in one of the following areas: epidemiology, nutrition, pathology, pharmacology, microbiology, or electronic curriculum is also required in order to contribute to the development of an additional area of the curriculum. A proven ability to compete for research funding and to successfully publish is expected. The closing date for applications is February 26, 1999. Applicants must submit a letter of application, a curriculum vitae and the names and addresses of three referees to: Dr. John Hay Director, Health Studies Program, Brock University, St. Catharines, ON, Canada L2S 3A1 E-mail: jhay@arnie.pec.brocku.ca In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Duties include teaching in both the graduate and undergraduate programs. A PhD in Psychology is required. Candidates should have a promising publication record and program of research. Enquiries and applications, with curriculum vitae, three letters of reference, and relevant reprints should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele St., Toronto, Ontario M3J 1P3. Fax: (416) 736-5814; Telephone: (416) 736-5116 (E-mail: spyke@yorku.ca). All positions at York University are subject to budgetary approval. Review of applications will continue until the position is filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY — Department of Psychology: A tenure-track position at the Assistant Professor level is available starting 1 July 1999, or as soon as possible thereafter, in the area of Social Psychology. Applications will be accepted until February 15, 1999, or until the position is filled. Queen's University is located in the historic city of Kingston, an attractive community of approximately 125,000, situated on the shore of Lake Ontario at the head of the St. Lawrence River, and roughly equidistant from Toronto, Ottawa, Montreal, and Syracuse, N.Y. For additional information about Queen's and our Department see our website at http://pavlov.psyc.queensu.ca. The successful candidate will have a PhD, with a specialization in Social Psychology. She or he is expected to teach social psychology at the undergraduate and graduate level. Expertise and willingness to teach research design and quantitative methods, including multivariate statistics, at the undergraduate or graduate level would be an asset. In addition to teaching, the successful candidate is expected to supervise the research of undergraduate and graduate students and to maintain an active research program. Decisions will be made on the basis of demonstrated research competence, teaching ability, potential for collegial service, and fit with the Department. Current research interests of social psychologists in the Department include the psychology of law, ethnic attitudes, sex roles, and attitudes and attitude change. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. Jane Knox, Acting Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6, telephone (613) 533-2492, fax (613) 533-6450.

QUEEN'S UNIVERSITY — Department of Psychology A tenure-track position at the Assistant Professor level is available starting 1 July 1999, or as soon as possible thereafter, in the area of Adult Clinical Psychology. Applications will be accepted until February 15, 1999, or until, the position is filled. Queen's University is located in the historic city of Kingston, an attractive community of approximately 125,000, situated on the shore of Lake Ontario at the head of the St. Lawrence River, and roughly equidistant from Toronto, Ottawa, Montreal, and Syracuse, N.Y. For additional information about Queen's and our Department see our website at http://pavlov.psyc.queensu.ca. The program in Clinical Psychology is strongly committed to the scientist-practitioner model, and demonstrated excellence in research is required of candidates. The successful candidate will have specialization in research in one of the following areas: Clinical Neuropsychology or Adult Psychological Disorders. The candidate must hold a PhD in Psychology and be either registered or eligible for registration as a clinical psychologist in Ontario. She or he is expected to teach at the undergraduate level in neuropsychology and/or abnormal psychology and at the graduate level in one or more of the following areas: neuropsychological assessment, rehabilitation, and adult psychological disorders. Candidates also are expected to supervise undergraduate and graduate students, while maintaining an active research program. Decisions will be made on the basis of demonstrated research competence, teaching ability, possession of relevant skills, and potential for collegial service. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. Jane Knox, Acting Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6, telephone (613) 533-2492, fax (613) 533-6450.

ST. THOMAS UNIVERSITY — The Department of Psychology at St. Thomas University invites applications for an entry-level tenure-track appointment at the rank of assistant professor in clinical (learning), or a related field. St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. Preference will be given to candidates who can teach undergraduate courses in the areas of clinical, biopsychology, learning, behaviour modification, statistics, research methods, and introductory psychology. The candidate will also be expected to supervise honours theses as well as conduct an active research programme. A PhD, or imminent completion, is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Ian Fraser, Chair, Department of Psychology, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: January 29, 1999, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. Jane Knox, Acting Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6, telephone (613) 533-2492, fax (613) 533-6450.

ST. THOMAS UNIVERSITY — The Department of Psychology at St. Thomas University invites applications for an entry-level tenure-track appointment at the rank of assistant professor in clinical (learning), or a related field. St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. Preference will be given to candidates who can teach undergraduate courses in the areas of clinical, biopsychology, learning, behaviour modification, statistics, research methods, and introductory psychology. The candidate will also be expected to supervise honours theses as well as conduct an active research programme. A PhD, or imminent completion, is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Ian Fraser, Chair, Department of Psychology, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date: January 29, 1999, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is commit-

Queen's University
SCHOOL OF POLICY STUDIES

The School of Policy Studies at Queen's University invites applications for two tenure-stream appointments.

Health Policy

The School offers a multi-disciplinary specialization in health policy as part of its graduate programs. The successful candidate will be expected to teach core courses in the field, assist in the development of the specialization, and maintain a high-quality research program. The rank of this appointment is open. Applicants should hold a doctoral degree in any field relevant to policy analysis in the health sector, and must have a strong record of high-quality research and teaching appropriate to their stage of career. Salary is commensurate with qualifications and experience.

Policy Analysis

The School wishes to make a tenure-stream appointment in policy analysis, with particular interest in issues relating to the role of the non-profit sector. The School is launching a new program in this field. Although applicants need not have a lengthy history of work on non-profit issues, the person appointed will provide leadership for the initiative. He or she will develop a new concentration in the School's graduate programs, and build a national network of scholars and practitioners interested in the non-profit sector. This appointment is expected to be at the level of Associate Professor or Professor. Applicants must hold a doctorate in a policy-related field, and have a strong record of high-quality research and teaching.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. Candidates should submit a letter of application, their curriculum vitae, a sample of their scholarly writing and the names of three referees by February 15, 1999 to Professor Keith Banting, Director, School of Policy Studies, Queen's University, Kingston Ontario K7L 3N6.

Athabasca University
Part Time Academic Coaches

Athabasca University's online Executive MBA is Canada's largest. With 725 current students we have over 30% of the market and our rapid growth continues both domestically and internationally. The secret of our success has been our ability to create a stimulating collaborative learning experience online using Lotus Notes. Our academic coaches facilitate that experience maintaining an academic / student ratio at a maximum of 1:30.

Our coaches are experts in their disciplines (a PhD is usually required), have relevant work and teaching experience, and are normally employed full time in a "conventional" institution. We currently have a complement of 60 coaches located across Canada from Victoria to St. Johns, and in the US and Europe. They have diverse backgrounds that contribute strongly to the high value that our students and their employers say they get from out MBA.

Not everyone can teach online. Our faculty have an enthusiasm for helping adult students learn through facilitating challenging group activity, and are committed to providing a high level of service. They share the excitement of working together to create and develop an effective online management education program. We provide full training and mentoring for all of our coaches.

Rapid growth of the program has opened up opportunities in all management disciplines, including:

Accounting
Marketing
Strategy
Human Resources
Operations Management
Information Technology
Organizational Behavior

If you think that you might fit in our team, we would like to hear from you. Send us a full copy of your CV in electronic format by email to vikkib@athabascau.ca

If you require more information, please contact:

Vikki Bellerose at 1-800-561-4650
Athabasca University
Centre For Innovative Management
22 Sir Winston Churchill Ave., Suite 301
St. Albert, AB
T8N 1B4

PHYSICS & ASTRONOMY

LAURENTIAN UNIVERSITY — The Department of Physics and Astronomy invites applications for a three-year limited term appointment to begin July 1, 1999. Applicants must be bilingual, as the position will involve teaching in both French and in English. Applicants should preferably have completed a PhD in the area of Medical Physics. The department has recently initiated an undergraduate programme in Biomedical Physics and benefits from an increasingly close relationship with the Northeastern Ontario Regional Cancer Centre (NEORCC). NEORCC is situated a scant 2 kilometres from the university campus, and has active research programmes in neural nets, image registration, and dose optimization in treatment planning. The University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Please submit an application with a complete C.V. and the names, addresses, and telephone numbers of three referees to Chair of the department, Prof. N.I. Robb, Department of Physics and Astronomy, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6. Additional information about this position and the department may be found at http://www.laurentian.ca/www/phys/hire.html, or by telephone (705) 675-1151 extension 2220 or by fax: (705) 675-4868. Screening of candidates will commence March 30, 1999, but applications will be accepted until the position is filled. This position is subject to budgetary approval.

UNIVERSITÉ LAURENTIENNE — Le département de physique et d'astronomie de l'université Laurentienne sollicite des candidatures pour un poste de durée limitée à trois ans, commençant le 1 juillet 1999. Le candidat ou la candidate doit être bilingue puisque la charge de travail comprendra de l'enseignement de cours en anglais et en français. La préférence sera accordée à un candidat ou une candidate ayant complété un doctorat en physique médicale. Le département a récemment introduit un programme de baccalauréat en physique biomédicale et collabore avec des physiciens du centre régional de cancérologie du nord-est de l'Ontario (CRCNEO). Le CRCNEO, situé à 2 kilomètres de l'université, est un site actif de recherche sur les réseaux neuronaux, la reconnaissance d'images ainsi que le problème de l'optimisation inverse. L'université Laurentienne adhère au principe de l'équité dans l'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigence d'immigration Canada, cette annonce s'adresse aux citoyennes et citoyens canadiens et au résidentes et résidents permanents. Prière de faire parvenir un curriculum vitae et une lettre de coordonnées de trois répondants ou répondantes au directeur du département, Prof. N.I. Robb, Departement de physique et d'astronomie, Universite Laurentienne, Chemin du Lac Ramsey, Sudbury, Ontario, P3E 2C6. Des details supplementaires sur cette position sont disponibles sur le site web à http://www.laurentian.ca/www/physics/hire.html ou par téléphone au (705) 675-1151, poste 2220 ou par télécopieur (705) 675-4868. L'examen des candidatures débutera le 30 mars 1999, mais les candidatures seront acceptées jusqu'à ce que la position soit remplie. Ce poste est assujetti aux approbations budgétaires.

PHYSIOLOGY

QUEEN'S UNIVERSITY — The Department of Physiology (http://meds.queensu.ca/medicine/physiol/) invites applications for two tenure-track positions in Physiology at the Assistant or Associate Professor level. Candidates should have expertise in Cardiopulmonary Physiology or Neuroscience. Requirements include a PhD or M.D. degree, outstanding scholarship, a strong record of achievement and the potential to attract external funding. Applicants at the Associate level will be expected to hold national research funding and display strong potential to obtain career awards at the national or provincial level. The Department's current research strengths lie primarily in neuroscience and cardiopulmonary physiology, and candidates should preferably complement these strengths. Queen's University is recognized nationally for the quality of its undergraduate and graduate programs, which attract outstanding students. Kingston is a vibrant community of approximately 150,000, which is situated on the shorts of Lake Ontario at the mouth of the St. Lawrence River. The University and the region offer an outstanding academic and community environment (http://www.queensu.ca). In accordance with Canadian Immigration requirements, this advectisement is directed towards Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applicants from all qualified candidates including women, aboriginal people, people with disabilities, visible minorities, gay men and lesbians. The deadline for applications is March 15, 1999. Applicants should forward a copy of the curriculum vitae and names of three referees to Dr. A.V. Ferguson, Professor and Head, Department of Physiology, Queen's University, Kingston, Ontario, K7L 3N6, Canada

POLITICAL SCIENCE

UNIVERSITY OF TORONTO — The Department of Political Science at the University of Toronto invites applications for a tenure-track position in the field of constitutional/judicial politics. The position will be at the rank of Assistant Professor beginning July 1, 1999. The successful applicant will be expected to teach a course in the Canadian Constitution on a regular basis, but active research and teaching interests in other constitutional systems beyond Canada will be considered a definite asset. Applicants should show promise of superior research ability as well as the potential to provide excellent undergraduate and graduate teaching. Applicants must have a PhD or be near completion. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applicants should ask 3 referees to send a letter of recommendation under separate cover to the address below by the deadline. Applicants should also send a curriculum vitae, a teaching dossier, and a statement outlining present and future research interests to: Professor Robert C. Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 3G3, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date of applications is February 12, 1999.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Political Science of the University of British Columbia invites applications for a tenure-track position at the rank of Assistant Professor, the appointment to begin July 1, 1999. The department seeks a scholar and teacher working in the comparative politics of advanced industrial societies and/or international political economy. The UBC department is a major centre for research and both graduate and undergraduate teaching and seeks an individual who can make a marked contribution to its work. Applications, including the names and addresses of three referees, will be received up until January 22, 1999 and should be addressed to: The Search Committee, Department of Political Science, C472 - 1866 Main Mall, Vancouver, BC, Canada V6T 1Z1. For further information on the department, including its 1997-98 Annual Report please see the website at http://www.arts.ubc.ca/polisci/polsci.htm. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

POLITICAL STUDIES

QUEEN'S UNIVERSITY — The Department of Political Studies at Queen's University invites applications for a tenure-track appointment, commencing July 1, 1999. Rank is open. A record of excellence in teaching and research, commensurate with rank and experience, is essential. Salary will be commensurate with rank and experience. The person appointed will be expected to do research, teaching, and graduate supervision in Comparative Politics and/or International Relations with a focus on East, Southeast, or South Asia; applications from candidates with expertise in China and/or Japan will be of particular interest. A completed PhD is required. Queen's University has an Employment Equity Program, welcomes diversity in the workplace, and encourages applications from all qualified men and women, including aboriginal peoples, visible minorities, people with disabilities, and gay men and lesbians. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application, curriculum vitae, and letters from three referees should be sent to Professor Stephen Page, Head, Department of Political Studies, Queen's University, Kingston, Ontario K7L 3N6, Fax: (613)545-6848, Phone (613) 545-6233. The deadline for all application materials is January 31, 1999

UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Political Studies, University of Prince Edward Island, invites applications for a ten-month sabbatical leave replacement position at the Lecturer or Assistant Professor rank to begin July 1, 1999, subject to budgetary approval. Salary will be commensurate with qualifications and experience. Applicants should have a PhD or be near completion. The successful candidate will have a primary competency in Comparative Politics with Canadian Politics as a secondary field. Priority will be given to the required fourth year core course in Comparative Politics, "Contending Approaches to Comparative Politics," the Politics of Central and Eastern Europe, and the Politics of Russia. An ability to teach introductory Politics, a second year core course in Canadian Politics, and a third year course in African politics would be an asset. Preference will be given to those candidates with demonstrated excellence in teaching, a commitment to undergraduate teaching and collegiality, and an active research record. Applicants should send a curriculum vitae, evidence of teaching effectiveness, and the names and addresses of three academic referees to: Dr. Barry Bartmann, Chair, Department of Political Studies, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE C1A 4P3. Applications will be accepted until February 15, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UPEI offers equal employment opportunities to qualified male and female applicants.

UNIVERSITY OF MANITOBA — The Department of Political Studies at The University of Manitoba is pleased to invite applications for a full-time tenure track appointment at the rank of Assistant Professor in comparative politics and international relations/international political economy, subject to final budgetary aposoval. The appointment will begin on July 1, 1999 or soon thereafter. The Department of Political Studies at the University of Manitoba offers a full undergraduate program, as well as its own Master's program, and participates in a Joint Master's program in Public Administration. Included as an integral part of the Department is the Centre for Defence and Security Studies. The successful candidate must have a PhD by the commencement of the appointment, and have demonstrated competence in graduate and/or undergraduate teathing and an active commitment to research in the area of comparative politics and international relations. Preference will be given to those able to offer an international political economy approach to the study of advanced industrial states. The duties for the position include undergraduate/graduate teaching, research in the candidate's area of expertise and service within the University and the community. The normal teaching load, after the first year, for Faculty of Arts academic staff members is 15 credit hours per Regular Session. The salary range for this position is $41,277 to $48,500. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages application from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Women are particularly encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application with a brief statement of teaching and research interests, curriculum vitae, and three letters of reference should be sent to: Professor William Neville, Head, Department of Political Studies, 531 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V5. Closing date for receipt of applications is February 19, 1999.

PSYCHOLOGY

YORK UNIVERSITY — The Department of Psychology, Faculty of Arts, York University, invites applications for a tenure-track position at the assistant professor level in the area of Clinical Psychology. The department is seeking a candidate with expertise in the biological basis and/or treatment of psychopathology. Preference will be given to individuals who work with adult populations. Duties include teaching in both the graduate and undergraduate programs. A PhD in Psychology is required. Candidates should have a promising publication record and program of research. Enquiries and applications, with curriculum vitae, three letters of reference, and relevant reprints should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele St., Toronto, Ontario M3J 1P3. Fax: (416) 736-5814; Telephone: (416) 736-5116 (E-mail: spyke@yorku.ca). All positions at York University are subject to budgetary approval. Review of applications will continue until the position is filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

led to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

UNIVERSITY OF MANITOBA — The Department of Psychology at The University of Manitoba invites applications for two full-time tenure track appointments at the rank of Assistant Professor, one in Cognitive and the other in Social Psychology. Responsibilities will include maintaining a productive research program, graduate student research supervision, teaching in the Department's graduate and undergraduate programs, and contributing to university service activities. Both successful candidates must have a PhD by the commencement of the appointment and have demonstrated competence in teaching and research. The 1999-2000 salary range for these positions is $41,277-$48,500. Salary will be commensurate with experience and qualifications. These positions will begin on July 1, 1999 or soon thereafter. They are subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, a summary of research objectives and teaching experience, recent publications, and three confidential letters of reference should be sent to Dr. John H. Whiteley, Department of Psychology, P407 Duff Roblin Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. (Tel: 204-474-9360. Fax: 204-474-7599, e-mail: whitelej@ms.umanitoba.ca). Closing date for receipt of applications and letters of reference, is February 19, 1999. For more information about the University of Manitoba/Department of Psychology, visit our web site at http://www.umanitoba.ca.

PULMONARY MEDICINE

UNIVERSITY OF ALBERTA — The Pulmonary Research Group and the Division of Pulmonary Medicine, University of Alberta invite applications for a Clinical Scientist position at the Assistant Professor or Professor level. The Research Group has major strengths in inflammation, asthma, and epithelial cell function. Applicants require a MD Degree with subspecialty training in Pulmonary Medicine and research training at a post-doctoral level. This individual must be licensed to practice medicine in Alberta. The successful applicant will have demonstrated outstanding potential and/or capability as an independent investigator and will be expected to develop a research program in health outcomes in asthma. Successful applicants will devote 75% of their time to research. The appointment is not contingent on external salary support, but the applicant will be expected to seek such support. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Interested candidates should submit their curriculum vitae, names and addresses of three references to: Dr. Paul Man, Director, Division of Pulmonary Medicine, 2E4.38 WMC, University of Alberta, Edmonton, Alberta, T6G 2E1. Closing date is February 28, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

RECREATION/LEISURE STUDIES

DALHOUSIE UNIVERSITY — Two Faculty Positions in Recreation/Leisure Studies. The School of Health and Human Performance, a member of the Faculty of Health Professions at Dalhousie University, invites applicants with an earned doctorate in leisure studies or a closely aligned area to apply for one of two probationary tenure-track positions at the assistant professor level in the recreation/leisure studies program, commencing August 1, 1999. These two advertised positions present a very flexible and exciting opportunity to contribute to teaching at the undergraduate and graduate levels in a variety of program-specific content areas. At the undergraduate level, two major streams of study are offered: therapeutic recreation, and recreation administration (a five-year, two-degree integrated program in cooperation with the Faculty of Management). At the graduate level the emphasis is on leisure behavior of various subgroups of the population. We are searching for one candidate with a focus on youth with application to therapeutic recreation. This may include areas such as youth at risk, and experiential learning. We are also searching for another candidate with a strong focus on administration, design and analysis of leisure service delivery. Successful candidates will be expected to contribute to both the graduate and undergraduate programs. In general, new faculty members will be participating in and contributing to the continued development and evolution of the recreation and leisure studies program. The School, with some 30 faculty and staff members, offers programs in health education, kinesiology and leisure studies to about 500 students. The size of most undergraduate classes range from 30 to 100, but reach as high as 150 in the core courses. Graduate courses range in size from 5 to 20 students. The School offers bachelor's and master's degrees in its three program areas. The undergraduate programs are linked through seven core courses that deal with health and well-being, professional issues, community development, culture and the arts, and research methodology. All undergraduate students must complete these core courses. The applicant should have an understanding of how these programs contribute to the School's mission to develop leaders and scholars who can generate, disseminate and apply knowledge that helps to maintain and enhance health. Overall, the successful applicant will be expected to have a commitment to teaching excellence, a familiarity with professional education, and the ability to establish a productive research program consistent with the mission of the School. In support of these expectations, the School offers a collaborative and congenial working environment. Applications together with a curriculum vitae, a one-page summary of teaching experience, a brief statement on research experience as it relates to the School's mission, and the names of three referees should be submitted to: Dr. T.L. Maloney, Director, School of Health and Human Performance, Dalhousie University, Halifax, Nova Scotia B3H 3J5; E-Mail: Lawrence.Maloney@dal.ca, Telephone: (902) 494-3829; Fax: (902) 494-5120; Website: http://www.dal.ca/. Application Deadline: February 1, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal people, visible minorities and persons with disabilities.

REHABILITATION MEDICINE

UNIVERSITY OF ALBERTA — Positions in Occupational Therapy. Applications are invited for two full-time academic positions at the University of Alberta, Department of Occupational Therapy for July 1, 1999 or earlier if suitable candidates are found. The Faculty of Rehabilitation Medicine, consisting of Departments of Occupational Therapy, Physical Therapy, and Speech and Language Pathology, is the single occupant in a recently renovated facility that provides excellent resources for teaching and learning. The Department of Occupational Therapy offers BSc and MSc degrees in Occupational Therapy and participates fully in an interdisciplinary PhD degree program in Rehabilitation Science. 1) Academic Coordinator of Clinical Education: the Assistant Professor clinical-track position is responsible for managing the day to day operations of the fieldwork curriculum. This will include development of fieldwork sites, supervision of students in non-traditional placements and counselling students as required. Candidates must possess a minimum of a BSc OT plus a MSc degree. Knowledge of curriculum development an asset. Teaching at the undergraduate level will be required. Minimum 3 year appointment. 2) Clinical Track Teaching Appointment (Occupational Therapy Generalist): Candidate must posses a BSc OT and MSc degree As this is a clinical position, indicators of teaching proficiency are required. Experience in curriculum development an asset. Minimum 3 year appointment at the Assistant Professor level. Salary for both positions will be commensurate with qualifications. Closing date for applications is February 19, 1999, but applications will be accepted until positions are filled. Qualified applicants should send a curriculum vitae, a statement of teaching interests, and the names of three (3) references to: Dr. A. Cook, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4. Phone: (403) 492-5991, Email: albert.cook@ualberta.ca. Further information on the positions may be obtained by contacting Dr. Vivien Hollis, Department Chair, Fax: (403) 492-1626, Email: vhollis@ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

QUEEN'S UNIVERSITY — The Department of Rehabilitation Medicine is seeking a Physiatrist for a full-time academic position commencing July 1, 1999. The appointment will be as an Adjunct (Group 1) involving fee-for-service billing with possibility of future eligibility to join an "alternative funding plan." Clinical practice opportunities exist in several specialty areas. The position offers an opportunity to have a major role in the Department's academic and clinical development. The successful candidate will have established a reputation for clinical research or teaching excellence, have an FRCPC or equivalent, and be eligible for licensure in the Province of Ontario. A willingness to work harmoniously with a wide range of colleagues in all health professions is mandatory. The Queen's University Department of Rehabilitation Medicine provides local and regional clinical rehabilitation programmes (outpatient and inpatient), undergraduate Health Sciences training, Royal College of Physicians and Surgeons accredited postgraduate training and relevant clinically based research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Letters of application accompanied by a curriculum vitae and the names of three referees should be directed to: Dr. Karen M. Smith, Head, Department of Rehabilitation Medicine, Queen's University, Kingston, Ontario K7L 3N6.

RELIGION

UNIVERSITY OF MANITOBA — The Department of Religion at The University of Manitoba is pleased to invite applications for two full-time tenure track appointments at the rank of Assistant Professor which are subject to final budgetary approval. The appointments will begin on July 1, 1999 or soon thereafter. The areas of specialization are: Hinduism/World Religion and Modern Christianity/Religion and Culture. The successful candidate must have a PhD by the commencement of the appointment. The successful candidate for the Hinduism/World Religion position must have research specialization and a record of publications in Hinduism and demonstrated teaching competence in Hinduism and World Religions. The candidate will be expected to teach general survey courses on World Religions at the introductory undergraduate level, to offer specialized courses in Hinduism and Comparative Religion at the upper undergraduate and graduate levels, and to advise M.A. and PhD students writing their theses in this area. Knowledge of relevant Indian languages is essential. Teaching and research competence in additional areas, such as Indian Art, Science and Religion and New Religions, will enhance the strength of the application. The successful candidate for the Modern Christianity/Religion and Culture position must have a research specialization and record of publications in Modern Christian thought (post-Reformation to the present), preferably including Religion in Canada and American Religion, and with demonstrated teaching competence in the field. The candidate will be expected to teach general survey courses at the introductory undergraduate level, to offer specialized courses in major modern religious thinkers and movements at the upper undergraduate and graduate levels, and to advise M.A. and PhD students writing their theses in the area of modern Christian thought. Knowledge of modern scholarly languages is essential. In addition, the candidate should be competent to teach in one or more of the following areas: Hermeneutics/Critical Theory; Women in the Western Religious Tradition, Contemporary Religious Movements. The Department of Religion at The University of Manitoba offers undergraduate Majors and Honors, M.A. and PhD programs. Normal teaching load is 15 Credit Hours per week. The 1999-2000 salary range for this position is $41,277-$48,500. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Women are particularly encouraged to apply. The advertisement is directed to Canadian citizens and permanent residents. Application, curriculum vitae and three letters of reference should be sent to Dr. Dawne McCance, Head, Department of Religion, 327 Fletcher Argue, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date for receipt of applications and letters of reference is 19 February, 1999

RELIGIOUS STUDIES

THE UNIVERSITY OF WINNIPEG — The Department of Religious Studies, The University of Winnipeg, invites applications for a probationary tenure-track position, at the rank of Assistant Professor, though ABD's will be considered, in aboriginal religious traditions, focusing on Ojibwa, Cree, and Sioux traditions. In addition to knowledge of the tradition(s) in question, preference will be given to candidates who have knowledge of one or more of the relevant aboriginal languages. Candidates will be expected to show a capacity to build contacts with local aboriginal communities, and to have at least one additional area of interest and teaching competence. Candidates are asked to specify their additional area(s) of interest and teaching competence in their letter of application. Primary teaching responsibilities are at the undergraduate level with opportunities for occasional teaching and thesis supervision at the Master's level. Subject to budgetary approval, this appointment is effective July 1, 1999. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. The University of Winnipeg is located in Winnipeg's downtown core, a metropolitan area of 700,000 people with the highest proportion of aboriginal peoples of any urban area in Canada. Winnipeg is also the home of the Hudson's Bay archives, a relatively untapped source of primary material from the 17th-20th centuries. Interested candidates should, by February 26, 1999 send a curriculum vitae, including three letters of recommendation, a sample of written work and evidence of teaching ability to: Dr. Peggy Day, Chair, Religious Studies Department, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, fax 204-774-4134.

RURAL ECONOMY

UNIVERSITY OF ALBERTA — The Department of Rural Economy, Faculty of Agriculture, Forestry and Home Economics, University of Alberta is seeking an Assistant or Associate Professor in Resource and Environmental Economics. This tenure track position is subject to qualifications and experience. Teaching, at the undergraduate and graduate levels, and research in natural resource, forest or environmental economics. Starting salary, from $40,638 to $65,000 per year. Starting date for the position is July 1, 1999. A PhD in Agriculture Economics, Applied Economics or Economics, specializing in Natural Resource or Environmental Economics. Candidate must exhibit a demonstrated commitment to teaching and to the development of a strong program of externally-funded research focused on renewal resource and environmental issues. The successful applicant will be expected to work collaboratively with colleagues inside and outside the university, excel in teaching using both traditional and non-traditional approaches, demonstrate leadership potential, and engage in technology transfer activities with industry and government partners. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, including a statement of research and teaching interests, curriculum vitae, and the names of three referees, should be sent to: Michele Veeman, Chair, Department of Rural Economy, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. Closing date, February 15, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SOCIAL WORK

YORK UNIVERSITY — The School of Social Work, Atkinson College, York University, invites applications for a tenure stream position at the Assistant Professor level beginning July 1, 1999. This appointment is subject to budgetary approval by the University. Atkinson College is a faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a part-time and full-time basis. The School offers both part-time and full-time BSW and MSW programmes. The School of Social Work is committed to critical and anti-discriminatory approaches to social work; in particular, the School is seeking to increase the racial diversity of its faculty. Applicants should have a completed graduate degree in social work. Preference will be given to those who have completed or are near completion of a doctoral degree; however, exceptional applicants with demonstrated achievement in teaching and research/scholarship, or the potential for such achievement will also be considered. The appointee will be expected to contribute to both the BSW and MSW degree programmes. The ability to teach critical, multi-level practice would be considered an asset. York University is implementing a policy on employment equity including affirmative action for women faculty, Aboriginal peoples, persons with a disability, and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names and addresses of three referees by January 30, 1999 to: Chair of Search Committee, School of Social Work, Kinsmen Bldg., York University, 4700 Keele Street, Toronto, ON, M3J 1P3; Phone: (416) 736-5226; Fax: (416) 650-8061.

UNIVERSITY OF VICTORIA — The School of Social Work, invites applications for a First Nations Tenure-Track Assistant Professor. There are approximately 100 First Nations students studying for the BSW program delivered on the Victoria campus and off-campus locations, through various distance education modes. The School is committed to developing relevant First Nations curricula and access to social work education for First Nations students. It fosters an analysis of power differences related to gender, age, race, ethnicity, religion, ability, and sexual orientation' and is committed to empowerment based on equity, community change and adult education principles. The teaching responsibilities of this position are flexible and would be chosen from any number of courses in First Nations social work practice and policy, child welfare, substance misuse, practice with people with disabilities, and field practice. This position involves academic advising for First Nations students enrolled in various BSW degree program modes; a leadership role in the ongoing development of policies and other areas of social work education relevant to First nations peoples, and collaborative work with Aboriginal groups in BC to develop responsive social work education programs. Qualifications: A degree in Social Work or a related discipline (complete or in process); intimate knowledge of and practice experience with Aboriginal peoples, preferable in BC; teaching experience preferred; and, good standing in their community. The salary floor for an Assistant Professor in 1998/1999 is $45,000.00. For further information or enquiries please call: Professor Gord Bruyere (250) 721-6453, e-mail: gbruyere@hsd.uvic.ca or Professor Andrew Armitage, Director (250) 721-8338, e-mail: aarmitag@hsd.uvic.ca. Please submit a letter of application, curriculum vitae and the names and addresses of three referees to: Professor Andrew Armitage, Director, School of Social Work, University of Victoria, P.O. Box 1700, Victoria, BC V8W 2Y2; Fax: (250) 721-6228; www.hsd.uvic.ca Deadline for applications: February 15, 1999. In accordance with the University's Equity Program and Section 42 of the BC Human Rights Code, consideration for this position will be limited to aboriginal peoples. The University of Victoria is an equity employer and First Nations candidates are requested to self-identify.

SOCIOLOGY

BROCK UNIVERSITY — The Department of Sociology at Brock University invites applications for a one year limited term appointment (with the possibility of renewal for up to two additional years) at the rank of Assistant Professor effective July 1, 1999, subject to final budgetary approval. A recently completed PhD in Sociology or a closely related discipline is required, together with successful experience in teaching undergraduate sociology courses and demonstrated scholarly potential. The successful candidate will be expected to teach 20th Century/Contemporary Social Theory and at least one or two of the following: Law and Society, Deviance, and Introductory Sociology. (For information on the department program, see http://paradigm.soc.brocku.ca/.) In addition to undergraduate teaching, the successful candidate will be expected to be engaged in independent research and scholarly activities and to participate in the affairs of the department. Applicants should submit by February 15, 1999 a letter of application, curriculum vitae and other relevant materials (such as reprints or preprints of published work) to: Professor Murray Smith, Chair of the Appointments Committee, Department of Sociology, Brock University, St Catharines, Ontario L2S 3A1. In addition, applicants should arrange for three letters of reference to be sent to Professor Smith by the stated deadline. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent

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McMaster University

Dean, Michael G. DeGroote School of Business

McMaster University invites applications and nominations for the position of Dean of the Michael G. DeGroote School of Business.

McMaster University is a full-service university with a comprehensive set of academic programmes, at both undergraduate and graduate levels, in Business, Engineering, Health Sciences, Humanities, Science and Social Sciences. The School of Business offers two core undergraduate programmes: Honours Commerce, a programme that emphasizes business subjects predominantly and a more general Commerce programme that provides a grounding in business subjects and additional breadth through courses in Social Sciences, Humanities and Science. In addition, the School of Business and the Faculty of Engineering offer eight five-year joint engineering and management programmes that provide a full course of study in Engineering and include a complete core of business subjects. At the graduate level, the School offers a number of MBA streams; a substantial portion of the MBA students pursue their degree on a co-op basis. The School also offers doctoral programmes in human resources and management systems. Approximately 1,420 full-time and 128 part-time undergraduate students and 345 full-time and 193 part-time graduate students are currently enrolled in Business programmes. Additional information about the School of Business may be obtained at www.business.mcmaster.ca.

The Dean of Business reports to the Provost and Vice-President (Academic) and is responsible for providing academic and administrative leadership. The Dean will hold an academic appointment in the academic area most relevant to the Dean's area of scholarship and at a rank commensurate with qualifications. The appointment is for a five-year term, renewable once, and can commence as early as July 1, 1999.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications, nominations, or enquiries should be sent by **March 15, 1999** to: **Dr. H.P. Weingarten, Provost and Vice-President (Academic), Chair, Dean of Business Selection Committee, McMaster University, University Hall, Room 201, 1280 Main Street West, Hamilton, Ontario L8S 4K1.**

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Track Appointment — 1999-2000

York University, Faculty of Education, invites applications for the following position:
Culture: Culture & Technology

The Context:
The Faculty of Education offers innovative pre-service, professional development and graduate programs (Med, PhD). We are committed to building our teacher education programs around academic frameworks for language, culture and teaching. The Faculty values collaboration and an interdisciplinary orientation to education. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their school boards and with colleagues from other academic departments across the University. The York Campus is ideally situated at the centre of the Greater Metropolitan Toronto area and the Faculty works closely with culturally diverse urban school settings.

The Candidates:
Candidates will have completed a doctorate and present evidence of broad engagement with study and practices associated with the position listed above. Candidates must present evidence of the ability to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision; collaborate with colleagues in the field and across the University; and, be actively involved in the field of education.

The Appointments:
While preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. The appointment will commence as early as 1 September 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities.

Applications:
A detailed letter of application should address your qualifications and research in relation to one of the advertised positions and to the context described above. Do not ask referees to send any letters of reference. Submit your curriculum vitae, one sample of your scholarly writing, and the names/addresses of three or more potential referees to:

Dr. Stan Shapson, Dean, Faculty of Education
c/o 5853 Ross Bldg., York University,
4700 Keele Street, North York, Ontario M3J-1P3

Internet: bmerri@edu.yorku.ca (Bev Merriman, Secretary to Search Committee). Letters and C.V.s only can be sent online in WP format while scholarly materials must be mailed. Phone: 416-736-5002 (for further information: ask for Bev Merriman).

Please Note:
Apply as soon as possible. Applications will be reviewed as they are received until this position is filled.

residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply

BROCK UNIVERSITY — The Department of Sociology at Brock University invites applications for a one year limited term appointment (with the possibility of renewal for up to two additional years) at the rank of Assistant Professor effective July 1, 1999, subject to final budgetary approval. A recently completed PhD in Sociology or a closely related discipline is required, together with successful experience in teaching undergraduate sociology courses and demonstrated scholarly potential. The successful candidate will be expected to teach 20th Century/Contemporary Social Theory and at least one or two of the following: Law and Society, Deviance, and Introductory Sociology. (For information on the department program, see http://pen.ridgm.soc.brocku.ca/). In addition to undergraduate teaching, the successful candidate will be expected to be engaged in independent research and scholarly activities and to participate in the affairs of the department. Applicants should submit by February 15, 1999 a letter of application, curriculum vitae and other relevant materials (such as reprints or preprints of published work) to Professor Murray Smith, Chair of the Appointments Committee, Department of Sociology, Brock University, St Catharines, Ontario L2S 3A1. In addition, applicants should arrange for three letters of reference to be sent to Professor Smith by the stated deadline. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply.

UNIVERSITY OF ALBERTA — The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number if hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on which it prides itself. The Department of Sociology invites applications for the position of Assistant Professor starting July 1, 1999. The successful candidate must have expertise in social demography, with substantive research interests in fields such as globalization or policy studies. This appointment will contribute to the consolidation of one of the Department's two currently designated areas of research and teaching strength, Social Structure and Social Policy. The floor level of the Assistant Professor salary range, effective 1999/2000 university term, is $42,054. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a letter of application, curriculum vitae, and any other supporting materials, and arrange for three confidential letters of reference to be sent to: Dr. Derek Sayer, Social Structure and Social Policy Search Committee, Department of Sociology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4, to arrive no later than February 15, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SAINT MARY'S UNIVERSITY — The Department of Sociology, Saint Mary's University, Halifax, invites applications for a tenure-track probationary position at the Assistant or Associate Professor level commencing September 1, 1999. The successful candidate should have a PhD, or be near completion and a strong record of research and undergraduate teaching. The Department has a preference for scholars with a strong background in international development. Substantive areas are open but candidates should have a demonstrated capacity to teach core introductory, methods or theory courses in sociology. Applicants are asked to submit a curriculum vitae, an example of recent work, and arrange for three letters of reference to be sent directly to: Dr. Madine VanderPlaat, Hiring Committee Chairperson Department of Sociology Saint Mary's University Halifax, Nova Scotia B3H 3C3 Applicants are responsible for ensuring that their files, including letters of reference, are complete. Closing date for applications is February 15, 1999. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity Visit our website http://www.stmarys.ca

SAINT MARY'S UNIVERSITY — The Department of Sociology and Criminology, Saint Mary's University, Halifax, invites applications for a tenure-track probationary position at the Assistant or Associate Professor level commencing September 1, 1999. Candidates should have a PhD or be near completion with an excellent record of research and teaching in classical and contemporary criminological theory. Other areas including gender, race, class and justice and gender and law. Candidates should also have a demonstrated capacity to teaching introductory sociology. The Department has a preference for scholars with a strong background in feminist criminology. The Department has recently instituted a new undergraduate program in criminology and developed two graduate level programs in the same field of study (subject to approval). The successful candidate will be expected to teach courses in both undergraduate and graduate programs. Applicants are asked to submit a curriculum vitae, an example of recent work, and arrange for three letters of reference to be sent directly to: Dr. Madine VanderPlaat, Hiring Committee Chairperson Department of Sociology Saint Mary's University Halifax, Nova Scotia B3H 3C3 Applicants are responsible for ensuring that their files, including letters of reference, are complete Closing date for applications is February 15, 1999. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website http://www.stmarys.ca.

ALGOMA UNIVERSITY COLLEGE invites applications for a tenure track position in Sociology at the Assistant Professor level. PhD is required. Preference will be given to those candidates with a strong background in Criminology. Candidates must be prepared to teach a broad range of courses including Crime and Punishment, Sociology of Labour, Women in Society and Demography and supervise honours thesis projects. Salary commensurate with qualifications and experience. Candidates must demonstrate a strong commitment to undergraduate teaching and research. The effective date of appointment is July 1, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Algoma University College encourages applications from all qualified persons and men, members of visible minorities, Native people, and persons with disabilities. Applicants should send a current curriculum vitae, with names, addresses and phone numbers of three referees to Dr. Jong You, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste Marie, Ontario, P6A 2G4.

THE UNIVERSITY OF MANITOBA — Research Associate. The University of Manitoba anticipates research associate positions will be available over the next six months beginning January 1, 1999 in the following fields: Phage antibody display techniques, expertise in hybridoma technology and experience in cell adhesion systems; Mammalian cell tissue culture, expertise in chlamydia trachomatis cell culture, experience with in vitro enzyme assays; Growing chlamydial organisms, maintaining cell cultures, cloning and expressing chlamydial genes in mammalian cells, performing a variety of immunological assays; Animal nutrition, nutritional biochemistry; An engineering approach to modeling and computer simulation of the mind of a learner; Modeling and computer simulation of the mind of a learner using industrial engineering techniques; Immunology, Immunopathology, regulation of the immune response, apoptosis neuroendocrine regulation, cellular immunology, lymphocyte cytotoxicity, natural immune resistance, immunosuppression, immunological tolerance, autoimmunity, transplant rejection, immunomodulators, monoclonal antibodies, T and B cells, T cell receptors, T cell vaccines, allergy, asthma, IgE heterogeneity, Fc receptors for IgE, mast cells, recombinant DNA technology, molecular immunology, protein chemistry, chemistry of biopolymers, antigen-polymer conjugates, cytokines, cellular adhesion, inflammation, tissue culture technology, flow cytometry; Aging and health from an interdisciplinary perspective; Materials science and engineering, joining and forming of materials, microstructure and mechanical properties of materials; Neurobiology, in vivo electrophysiological approaches to systems, neurophysiology, brain and spinal cord slice electrophysiological and pharmacological studies, in vitro brainstem and spinal cord preparations, immunohistochemistry, neural regeneration, magnetic resonance imaging and spectroscopy, cerebral circulation, metabolism and neuroprotection, neuroimmunology, clinical electrophysiology and kinesiology, molecular biology, transgenic models, gene technology and molecular endocrinology, molecular approaches to medical research, recombinant DNA technology, molecular biology, transgenic mice, knockout mice, hormone genes, hormone regulation, hormone action, growth factors, steroid hormones, reproduction, developmental biology, placenta, fetal development, breast and prostate cancer, molecular genetics of islet cell development, molecular biology of diabetic complications, molecular genetics of diabetes, prostate, androgen action, transgenic mice, cancer, protein purification, protein biochemistry, cell signalling, cell biology, gene transfer, molecular physiology, oxidative stress and heart failure, apoptosis, growth factors and the heart, matrix proteins, cardiovascular physiology, cardiac metabolism, cardiac membranes and contractile proteins, Ca^{2+} -transport and signal transduction, vascular smooth muscle hypertension research, protein electrophoresis, methods of preservation of the heart and brain during cardiac surgery using in vivo and in vitro models in combination with magnetic resonance imaging and spectroscopy, airway smooth muscle biophysics, biochemistry and molecular biology; Time-of-flight mass spectrometry of biomolecules, atomic mass measurements with Penning ion traps; condensed matter theory; Lesure research, human performance research, health promotion research; Control of phospholipid metabolism in the mammalian heart; Saliva-plaque interactions; The design and chemical synthesis of novel antimicrobial agents; Mathematical modelling of groundwater and groundwater contamination, geoenvironmental processes; Fluid mechanics, Turbulence. Normally all positions require a PhD and relevant experience. Minimum starting salary: $23,650/annum. Full range of staff benefits. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, bibliography and names of referees, should be sent to Ms. B. Ruchkall, Human Resources Department, Room 309 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Your applications will be forwarded and the Researcher responsible will consult you directly

UNIVERSITY OF MANITOBA — The Department of Sociology at The University of Manitoba is committed to excellence in teaching and research. It offers undergraduate programs in Sociology and Criminology and has M.A. and PhD programs. The Department is pleased to invite applications for two positions: a full-time Tenure Track position and a full-time Three Year Term position. These positions are at the Assistant Professor rank and are subject to budgetary approval. The successful candidates must have a PhD in Sociology or related discipline by the commencement of the appointment and the ideal candidates would have demonstrated competence in teaching and research. Duties for these positions include undergraduate/graduate teaching (including introductory sociology courses), research in the candidate's areas of expertise, and service within the University and the community. The normal teaching load for Faculty of Arts academic staff members is 15 hours per Regular Session. The successful candidate for the tenure track appointment must have expertise in the area of race and ethnic studies. The preferred candidates would also have some expertise in one or more of the following areas: urban/community sociology, survey research methodology, the sociology of mass media/information technologies, or criminology. This appointment will begin on July 1, 1999. The successful candidate for the Three Year Term position must have expertise in the area of urban/community sociology. The preferred candidates would also have some expertise in one or more of the following areas: race and ethnic studies, survey research methodology, the sociology of mass media/information technologies, or criminology. This appointment will begin on July 1, 1999 and end on June 30, 2002. The 1998-99 salary range of these positions is $40,868-$48,000. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. A letter of application with a brief statement of teaching and research interests, a curriculum vitae, and three letters of reference should be sent to Dr. Rodney Kueneman, Head, Department of Sociology, 318 Isbister Building, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. Closing date for applications is January 18, 1999

UNIVERSITY OF MANITOBA — The Department of Sociology at The University of Manitoba is committed to excellence in teaching and research. It offers undergraduate programs in Sociology and Criminology and has M.A. and PhD programs. The Department is pleased to invite applications for a full-time Probationary appointment, subject to budgetary approval, at the Instructor II rank for the position of Director of the Winnipeg Area Study. The appointment will begin on July 1, 1999. The Winnipeg Area Study is an annual survey of 750 households in the City of Winnipeg which began in 1981. It is indexed in the ICPSR and has been used by over 60 social scientists from several universities. It also provides training to graduate students in survey research methods. The successful candidate must have a M.A. Degree in Sociology or a related social science discipline, and at least five (5) years experience in a University or equivalent position. The successful applicant will have experience conducting survey research within a university setting and community environments. Expertise in question construction, sampling, data gathering, date analysis, and report writing are essential. The Director is responsible for the recruitment, training and supervision of Area Study staff as well as soliciting questions from researchers for inclusion in the annual survey. In addition, the Director routinely submits research proposals to conduct other survey research projects in addition to the Area Study. Since the Director of the Winnipeg Area Study is expected to teach an Introductory Research Methods course in the Department of Sociology, demonstrated success at teaching research methods will be an asset. The Director is also called upon to offer short courses or workshops related to survey research methods, and is regularly consulted for advice by students, researchers and community groups who are conducting surveys, or seeking assistance in gaining access to Statistics Canada, Data Liberation Initiative, Census Tract, Winnipeg Area Study, or ICPSR data The 1998-99 salary range for the position is $38,432-$40,000. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Application, a curriculum vitae, and three letters of reference should be sent to Dr. Rodney Kueneman, Head, Department of Sociology, 318 Isbister Building, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. Closing date for applications is January 18, 1999.

THE UNIVERSITY OF WINNIPEG — The Department of Sociology at the University of Winnipeg invites applications for a probationary tenure-track position at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 1999. The preferred candidate will have a primary specialization in Aboriginal Issues and Race and Ethnic Relations and be able to teach some other courses offered by the Department. Applicants should have a PhD and previous experience in teaching and research. The successful candidate must have a strong commitment to undergraduate teaching and to research. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by February 26, 1999, send a curriculum vitae, including three letters of reference to: Professor Sandra Kirby, Chair, Department of Sociology, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9; fax 204-774-4134.

SOCIOLOGY & ANTHROPOLOGY

UNIVERSITY OF PRINCE EDWARD ISLAND — Department of Sociology and Anthropology at the University of Prince Edward Island invites applications for a probationary (tenure-track) position in sociocultural anthropology as Assistant Professor beginning July 1, 1999. The successful candidate must have a PhD in anthropology with a strong potential for research and publication and a demonstrated commitment to teaching. The position is topically open but the successful candidate must have the ability to teach a course on social organization and an echno-

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel. 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir les renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

DATES LIMITES 1998-99

Le *Bulletin* est publié dix fois pendant l'année universitaire : la 1re semaine de chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
[illegible]	[illegible] 1998	1er décembre 1998
Février	8 janvier 1999	15 janvier 1999
Mars	5 février 1999	12 février 1999
Avril	5 mars 1999	12 mars 1999
Mai	6 avril 1999	13 avril 1999
Juin	7 mai 1999	14 mai 1999

tes dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPU

Stella Mazzarolo — Coordonnatrice de la publicité

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2675, promenade Queensview, Ottawa ON K2B 8K2

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AD DEADLINES 1998-99

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

ISSUE	CLASSIFIED	DISPLAY
[illegible]	[illegible]	[illegible] December 1998
February	[illegible]	[illegible]
March	February 5/99	February 12/99
April	March 5/99	March 12/99
May	April 6/99	April 13/99
June	May 7/99	May 14/99

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

Right on Target for Academics.

CAUT BULLETIN

Stella Mazzarolo — Advertising Coordinator

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CAREERS SECTION · SECTION DES CARRIÈRES

graphic area course (preferably East Asia, Africa or Oceania) besides an introductory course in anthropology. Ability to teach an introductory course in archeology will be considered a plus. Applicants should submn a lecter of application indicating all areas of teaching competence, a curriculum vitae, selected reprints of published work, some evidence of teaching effectiveness, and arrange to send three lecters of reference by February 15, 1999 to: Or. Satadal Dasgupta, Chair, Department of Sociology and Anthropology, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3. Phone: (902) 566-0306; Fax: (902) 566-0420; E-mail: dasgupta@upei.ca. In accordance with Canadian immigration requirement, this advertisement is directed in the first instance to Canadian citizens and permanent residents. U.P.E.I. is committed to the principle of equity in employment. This position is subject to final budgetary approval.

SPANISH & LATIN AMERICAN STUDIES

LAURENTIAN UNIVERSITY — Spanish and Latin American Studies. The Department of Modern Languages of Laurentian University invites applications for a tenure-track position at the Assistant Professor level to teach Spanish language, literature, culture and linguistic courses at all under-graduate levels. There is also the possibility of teaching in the Interdisciplinary M.A. in the Humanities. Candidates must have a PhD in Spanish, with a specialization in Latin American studies along with a strong teaching and research record. Experience with multimedia teaching is an asset. Native or near native fluency in both Spanish and English is required and fluency in French is an asset. In accordance with the University's Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure. The University offers free second language courses to its employees. The appointment will be effective fuly 1st, 1999. Applications must be received by February 28, 1999. Please send applications accompanied by a curriculum vitae, teaching dossier, and publications (or samples of scholarly work) and the names of three referees (who should write directly to the Chair of the Department), to: Or. Carol Stos, Chair of the Department of Modern Languages, Laurentian Unrversity, Ramsey Lake Rd., Sudbury, Ontario P3E 2C6. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. This position is subject to final budgetary approval.

UNIVERSITÉ LAURENTIENNE — Études espagnoles et latino-américaines. Le département des langues modernes de l'Université Laurentienne est à la recherche d'une personne pour occuper le poste menant à la permanence de professeur adjoint. La personne choisie enseignera la langue espagnole et divers cours de littérature, de culture et de linguistique à tous les niveaux du premier cycle. Elle pourra aussi enseigner des cours de maîtrise interdisciplinaire en humanités. Il faut être titulaire d'un diplôme de doctorat en espagnol, avec spécialisation en littérature latino-américaine, être en mesure d'enseigner la linguistique espagnole et faire preuve d'un dossier solide en enseignement et en recherche. L'expérience en enseignement multimédia est un atout. Une connaissance de l'espagnol et de l'anglais équivalant à celle de la langue maternelle ou quasi maternelle est exigée. La bonne connaissance du français sera un atout. Selon les directives en vigueur à l'Université en matière de bilinguisme, le corps professoral doit avoir une connaissance passive des deux langues officielles (français et anglais) pour obtenir la permanence. L'Université offre à ses employés des cours gratuits de langue seconde. Les demandes seront reçues jusqu'au 28 février 1999 et la nomination entrera en vigueur le 1er juillet 1999. Veuillez envoyer la lettre de demande accompagnée du curriculum vitae, du dossier d'enseignement, de publications (ou d'échantillons de travaux d'érudition) et du nom de trois répondants (qui devraient écrire directement à la directrice du département) à Mme Carol Stos, directrice du département des langues modernes, Université Laurentienne, chemin du lac Ramsay, Sudbury, Ontario, P3E 2C6. En conformité avec les lois de l'immigration au Canada, cette annonce s'adresse d'abord aux citoyens canadiens et aux résidents permanents. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et fait appel à toutes les personnes dûment qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes ayant des handicaps. Ce poste est offert sous réserve d'approbation budgétaire.

STATISTICS

DALHOUSIE UNIVERSITY — The Department of Mathematics and Statistics at Dalhousie University invites applications for a probationary tenure track position in Statistics at the Assistant Professor level effective September 1, 1999. Candidates with a PhD in any area of Statistics are encouraged to apply. Successful candidates will be expected to develop excellence in research and teaching, and train graduate students. Post-doctoral experience would be an asset. This position is subject to final budgetary aposoval. Applicants must submit a curriculum vitae, copies of up to five recent publications, a concise statement of present and projected research and teaching interests, and the name and mailVe-mail address of three referees. The process of evaluating applications will begin on February 15, 1999, but applications will be considered until the posmon is filled. Applications should be sent to: Dr. R. J. Nowakowski, Chair, Mathematics and Statistics, Dalhousie University, Halifax, NS B3H 3J5. Fax: (902) 494-5130, Phone: (902) 494-2572. Further information about the department a available at www.mscs.dal.ca and about the university at www.dal.ca Dalhousie University is an Employment Equity/Affirmative Artion Employer. The University encourages applications from qualified women, Aborlginal peoples, racially visible people, and persons with disability. In accordance with Canadian lmmigration requirements, prioiity will be given to Canadian citizens and permanent residents.

UNIVERSITY OF PRINCE EDWARD ISLAND — Statistics. The Department of Mathematics and Computer Science invites applications for a tenure-track position in Statistics at the Assistant Professor level, effective August 1, 1999, or by arrangement. Applicants should hold a PhD in Statistics and demonstrate a strong commitment to undergraduate teaching and research. Duties will include teaching undergraduate courses in Statistics and Mathematics, and developing/maintaining an appropriate research program. Applicants must arrange for three (3) letters of reference to be sent directly from referees. The closing date for apolications is March 15, 1999. This position is subject to final budgetary approval. The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications including curriculum vitae and evidence of teaching ability should be forwarded to: Professor M. R. Burke, Acting Chair, Department of Mathematics & Computer Science, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, Canada C1A 4P3; Telephone: (902) 566-0598, E-mail: BURKE@UPEI.CA; Fax: (902) 566-0466; Homepage: http://www.math-cs.upei.ca/.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO — The Department of Statistics and Actuarial Science invites applications for a tenure-track posnion in Statistics. Department interests cover a wide range of topics in inference, statistical methods and theory, and areas of applitation. Applicants must have a PhD by the time of appointment, with research m statistics or probability. They must have demonstrated ability in research and good teaching and communica tion skills. Applications are welcome in all areas of statistics or probability, but are invited particularly in areas of computer intensive statistical methods. Duties include undergraduate and graduate teaching, and development of an independent research program. Although an appointment at the Assistant or Associate Professor level is anticipated, consideration may be given also to more senior applicants. Salary will be commensurate with qualifications and experience. This appointment is subject to the availability of funds. The appointment is effective May 1, 1999 or later. The closing date for applications is January 31, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M.E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, Native peoples and persons with disabilities.

THEATRE

YORK UNIVERSITY — Department of Theatre In the Faculty of Fine Arts, invites applications for a tenure-track position at the rank of Assistant Professor, with undergraduate and graduate teaching responsibilities, commencement date fuly 1, 1999. Position is subject to budgetary approval by the University. The successful candidate will be responsible for the teaching of set design and costume design, and/or lighting design, history of design, and the basics of other areas of design and stagecraft, as well as for leading the theatrical design area of the department in an imaginative programme at the undergraduate and graduate levels. Part of the workload may consist of designing one or two major productions. York's Department of Theatre includes an innovative Graduate Programme and an Undergraduate Programme with over 300 majors studying performance, directmg, theatre studies, production, design and playwriting. The Faculty of Fine Arts at York, located in Toronto, also includes Departments of Dance, Film and Video, Music, Visual Arts, and Cultural Studies. Qualifications and Experience: An MFA degree in Theatre is preferred, together wrth professional credits and extensive teaching experience at university or professional school level. Salary will be commensu rate with the qualifications and experience of the candidate. Candidates should forward a lecter of application, a curriculum vitae, and the names, addresses, and telephone numbers of three referees to: Professor Don Rubin, Chair, Search Committee, Theatre Department, Centre for Film and Theatre, York University, 4700 Keele Street, North York, Ontario M3J 1P3. Deadline for applications is January 31, 1999. York University has implemented a policy of employment equity, including affirmative action for women faculty. Qualified women and men are invited to apoly. In accordance with Canadian immigration requirements, this advertisement a directed particularly to Canadian citizens and permanent residents.

TRANSLATION

YORK UNIVERSITY — The School of Translation at Glendon College, York University, invites applications for a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary approval by the University. Candidates must have a PhD in translation or a relevant discipline and have published in the area of translation. Preference will be given to candidates with professional experience and experience in the teaching of translation. Specialization in the areas of translation theory and comparative stylistics is desirable. Duties will include teaching at the undergraduate level (BA) (translation into French), at the graduate level (MA), as well as research and administrative responsibilities. Date of appointment: July 1, 1999. Salary is in accordance with the collective agreement. To apply, send a curriculum vitae and the names of three references directly to: Prof. Christine Klein-Lataud, Director, School of Translation, Glendon College, York University, 2275 Bayview Ave., Toronto, Ontario M4N 3M6. Applications and supporting documents must be received no later than January 31, 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ YORK — L'École de traduction du Collège universitaire Glendon de l'Université York sollicite des candidatures pour un poste pouvant conduire à la permanence, au rang de professeur(e) adjoint(e). La crétion de ce poste est liée à l'autorisation budgétaire de l'Université. Les candidat(e)s doivent avoir un doctorat en traduction ou dans une discipline apparentée ainsi que des publications dans le domaine de la traduction. Il sera tenu le plus grand compte de la pratique professionnelle et de l'expérience dans l'enseignement de la traduction. Spécialisations souhaitées: traductologie, stylistique différentielle. Fonctions principales: enseignement dans le programme de BA (traduction vers le français), enseignement dans le programme de MA, recherche et responsabilités administratives. Entrée en fonction: 1er juillet 1999. Le salaire offert est lié aux dispositions de la convention collective en vigueur. Les candidat(e)s sont priés de soumettre une lettre de candidature, leur curriculum vitae et le nom de trois répondants à Christine Klein-Lataud, directrice de l'École de traduction, Collège universitaire Glendon, Université York, 2275 avenue Bayview, Toronto, Ontario M4N 3M6. L'ensemble des documents doit être reçu avant le 31 janvier 1999. L'Université York souscrit au principe d'équité en matière d'emploi, et notamment aux mesures d'action posnive envers les femmes. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

VISUAL ARTS

SIMON FRASER UNIVERSITY — The School for the Contemporary Arts in the Faculty of Arts invites applications from qualified persons for a tenure track position, to be appointed at the Assistant Professor rank in the Visual Art Area of the School, beginning September 1, 1999. The School for the Contemporary Arts is an interdisciplinary department compriing Dance, Film, Music, Theater, Visual Art, and Art and Culture Studies, with a Graduate Program offering an interdisciplinary MFA. Applicants must hold an MFA or equivalent degree and be practicing professional artists with a significant record of exhibitions and related public activities. Candidates should have a strongly-developed disciplinary focus, but with the ability to work across a variety of media and practices within the Area and the School. The candidate should be conversant with contemporary and historical critical discourses in the arts, and be prepared to present them actively and creatively to students in a range of courses, from skills courses (drawing, painting, photography, sculpture, video) to open studios to critical seminars. Technology-based arts, digital media, video installation and performance-related work have been identified by the School as areas of possible concentration for this search. University or college teaching experience and an ability to contribute to the educational development of a studio program in an interdisciplinary context are required. A strong commitment to undergraduate and graduate teaching as well as participation in the academic life of the School and University are expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified apolicants. This position is subject to budgetary approval. Applicant should send, no later than February 15, 1999, a curriculum vitae, appropriate audiovisual material, and the names, addresses and phone numbers of three referees to: Owen Underhill, Director, School for the Contemporary Arts, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6 Canada; FAX (604) 291-5907.

WOMEN'S STUDIES

YORK UNIVERSITY — Women's Studies/Glendon College. The School of Women's Studies, Glendon College at York University, invites applications for a tenure-track appointment at the assistant professor level, to commence July 1, 1999. The School of Women's Studies at York University is a newly formed unit, bringing together all Women's Studies resources at York under one administrative structure. It will serve as an interdisciplinary and bilingual site for undergraduate and graduate students and for faculty members involved in feminist scholarship. The successful candidate must be committed to interdisciplinarity in their research and teaching, hold a completed PhD and have publications and active research projects on contemporary women's issues, preferably dealing with issues of relevance to francophone women. They must be able to teach in both French and English and have the potential to instruct students at the undergraduate and graduate level in both applied and theoretical issues in Women's Studies. The School is particularly interested in individuals who have teaching and research strengths either in issues related to women, activism and social change or to global feminisms and gender in international contexts. Applicants should send, by February 28, 1999, a covering lecter and a curriculum vitae, and ensure that three letters of reference are sent to: Prof. Susan Ehrlich, Chair, School of Women's Studies, York University, 4700 Keele St., Toronto, Ontario M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ YORK — L'École des études des femmes du Collège universitaire Glendon de l'Université York, lance un appel de candidatures concernant un poste au niveau de professeur(e) adjoint(e). Menant à la permanence, ce poste entrera en vigueur le 1er juillet 1999. On a créé récemment l'École des études des femmes de l'Université York pour réunir en une seule structure administrative toutes les ressources des études des femmes de l'Université York. L'école est un centre d'études multidisciplinaires et bilingues destiné aux étudiants de 1er, 2e, et 3e cycles, ainsi qu'aux membres du corps enseignant engagés dans la recherche féministe. Le candidat ou la candidate qui sera retenu(e) doit avoir à coeur la recherche et l'enseignement multidisciplinaires, être titulaire d'un doctorat, avoir déjà publié des travaux et avoir des projets de recherche en cours sur des questions des femmes contemporaines, portant de préférence sur les femmes francophones. Il ou elle doit pouvoir enseigner en français et en anglais, tant au 1er qu'aux 2e et 3e cycles, et pouvoir traiter de questions théoriques et apoliquées du domaine des études des femmes. Nous recherchons particulièrement une personne dont les points forts en matière d'enseignement et de rerherche résident dans les questions liées aux femmes, au militantisme et au changement social, ou encore aux divers aspects du féminsme et aux différences liées au sexe dans le monde. Les personnes intéressées par le poste doivent faire parvenir d'ici au 28 février 1999 une lettre de candidature ainsi qu'un curriculum vitae à Susan Ehrlich, directrice, École des études des femmes, Université York, 4700 Keele Street, Toronto, Ontario M3J 1P3. Elles doivent aussi lui faire envoyer trois lettres de référence. L'Université York souscrit au pnnope d'équité en matière d'emploi, et notamment aux mesures d'action positive envers les femmes. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

ACCOMMODATIONS

SABBATICAL IN PARIS? RENT furnished studio (inc. bedding, phone-answ., new TV-video- stereo system). Sep. kitchen fully equipped, and WC. 4-piere bath, UG parking, lots of closet space, etc. Exc. sunny location; close to transp.& shopping. Sept 99 to June/July 2000 or any 6 month-period. $990/month (inc. maint., heat & water). Photo kn avail. on request. (604) 732-9016, or cpfb@unixg.ubc.ca.

TORONTO-LONDON UK HOUSE SWAP. A 3-bedroom, small but comfortable furnished house is available in the Bloor West Village area. Access to the University of Toronto, Ryerson or York within reasonable commutmg time by public transit. Located on a beautiful wooded ravine lot overlooking Grenadier Pond and High Park, near shopping, restaurants, subway, and schools. The house has a fireplace, piano, harpsicord, two bathrooms, dishwasher, laundry, and a double garage. Two cats in residence, optional. Will consider renting for $1850 per month including weekly cleaning; utilities extra. Need similar London house, fuly 1999 to July 2000 negotiable. Call (416) 769-4593 or e-mail becker@mcmaster.ca

SABBATICAL RENT Lyon France, a great university center near Alpes and Mediterranean Sea, complete upper floor furnished in a private house, three bedrooms, access to enclosed garden, parking, residential district, 5000 FF. per month, electority, heating and phone not included. Vacant from Sept. 1999. Contact Mr Castelli, 1436 Rang St-Ange, Sainte-Foy (Que.), G2E 3L9 or phone 418-877-8574.

VILLA FOR RENT IN SOUTHERN FRANCE, PROVENCE — Sept. 1/99 to May 31/00. Fully furnished 3 bedroom, large office/library, 1 acre, private, wooded, inground swimming pool, tennis court, near Aix-en-Provence $1350 per month plus utilities. Contact: Dr. Sandra Beckett at 905-687-7315 or e-mail sbeckett@spartan.ac.brocku.ca.

EDINBURGH, SCOTLAND fully furnished 3-bedroom flat for rent from September 1999 to June 2000. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick or Stephen Brown (705) 741-5252 or (705) 748-1238/1237. Trent University. Email "kchittick@trentu.ca" or "swbrown@trentu.ca".

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Director,
Centre for Commerce and Administrative Studies
Open School of Business

Athabasca University, Canada's Open University™, invites applications for a Director for the Centre for Commerca and Administrative Studies. The Cantra for Commarca and Administrative Studies is responsiblа for undergraduate programs and courses in Athabasca University's Open School of Business. The Centre is seaking a dynamic leader to sarve as its director. In addition to providing strong academic leadership for the centre, aspecially in curriculum design, innovative methods of delivary, and the facilitation of scholarly teaching and research, the director is expected to play e major role fostering collaborations and cooperation with business, educational institutions, and government agencias.

The successful candidate will have a PhD in an appropriate discipline, or DBA, or an appropriate combination of qualifications and extensive senior management and/or administrative experience. He or she will have a background in management and administrative studies education, demonstrated academic leadership, preferably, with experience in open and distance learning institutions, including familiarity with on-line and multimedia systems. The director will be expected to have an awareness of the potential of open, distance, and adult education. Salery range for the position is $85,000 - $90,000 per annum.

Athabasca University, Canada's Open University™, is located in the town of Athabasca with regional offices in Calgary, Edmonton and Fort McMurray. It delivers university education to approximately 14,000 students a year. The Centre lor Commerce and Administrative Studies has 25 academic and professional staff and offers a Bachelor of Administration, a Bachelor of Commerce, and University Certificates in Accounting, Administration, Health Development Administration, Labour Relations, and Computer and Management Information Systems.

Athabasca University is located in the town of Athabesca, an attractive rurel setting adjacent to the Athabasca River. The University community benefits lrom the advantages of country living while still having access to the facilities ol a modern urban centre, Edmonton, 145 kilometers away. The town of Athabasca has modern medical end educational facilities, a performing arts centre and recreational lacilities, and proximity to lakes end parklands.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represanted in universities.

The eppointment commencing September 1, 1999 (or sooner) is for e five year renewable term and includes e continuing academic appointment.

Send applications, which should include a current resume', the names and addresses of three referees, and a brief outline of what the incumbent would like to echieve in the position to: Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabesca, Alberte, T9S 3A3. Further information ebout this position may be obtained lrom Dr. Alan Davis, Vice-President, Academic, phone (403) 675-6185, e-mail aland@athabascau.ca or Fax (403) 675-6135. **This position will remain open until a suitable candidate is found.**

Athabasca University
Canada's Open University™

QUEEN'S SCHOOL OF BUSINESS
Queen's University at Kingston
Five Tenure-Track Positions

Queen's School of Business invites applications for five tenure track positions. Appointments will be made as early as July 1, 1999 in: *FINANCE; MARKETING* [with interests in business lo business and/or technology]; *POLICY/STRATEGY; FINANCIAL ACCOUNTING*; and, *MANAGEMENT OF TECHNOLOGY*. Candidates must have a PhD or be near completion. The level of appointment is open. We are especially interested in outstanding teachers with demonstrated research potential. Appointees have access to stbstantial intemal funds both for research, through the School of Business Research Program, and for course development and teaching, through the Dean's Development Fund. The Queen's School of Business has an acknowledged reputation in its academic programs including: innovative, privatised MBA studies; our flagship undergraduate Commerce program; a new Master's of Science in Management; and our respected PhD. The School is also the Canadian leader in executive education. Queen's School of Business recently received unconditional AACSB accredilation. The AACSB review highlighted the School's commitment to fulfilling its institutional mission, as well as a culture that fosters continuous improvement to the quality of business education. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In all cases, salary will be commensurate with qualifications and experience. The effective dates for appointments will be as early as July 1, 1999 but are flexible. Search Committees are currently considering applicants but applications will be accepted until positions are filled.

Please submit to:
Professor Wm. E. Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6.

Fax: (613) 545-2013; E-mail: wmiklas@business.queensu.ca.

The Ups and Downs of Two Faculty Unions at One University

By DIANE HUBERMAN-ARNOLD

L'auteur est professeure à temps partiel à l'Université d'Ottawa et est membre du syndicat des professeurs à temps partiel de l'université. Dans son article, elle traite des avantages et des inconvénients à faire partie d'un syndicat distinct de celui des professeurs à temps plein. En premier lieu, elle compare son statut à celui des professeurs à temps plein. Ces derniers jouissent de nombreux privilèges, principalement celui d'avoir une arrière et tout le prestige qui en découle. Après avoir énuméré les désavantages matériels, elle s'attarde sur l'isolement des professeurs à temps partiel et constate que les femmes dominent cette catégorie d'emploi. Cependant, selon elle, il existe des avantages à faire partie d'un syndicat de professeurs à temps partiel, notamment le fait de jouir d'une autonomie et d'avoir une convention collective défendant leurs intérêts propres.

At the University of Ottawa, there are two faculty associations, one union for the full-time professors, and another for the part-time professors. From the perspective of a part-time professor, I will lay out the pros and cons of this union division.

There are many disadvantages for part-time professors belonging to a separate union. Full-timers are taken as the gold standard. They have a career; they are serious academics; they are professionals. They have much more status and respect, both within and without the university community. They are paid a lot more, something like ten times the money for three times the work. Full-time professors have tenure, job security, titles, promotions, automatic pay raises, and advancement through the ranks. Their contract provides better fringe benefits. They have e-mail and voice-mail and mail boxes. They have offices. They have unlimited library privileges, taking books out for an entire term. We get two weeks' book borrowing time, and only after we sign a contract. They have the ability to earn a living wage in their chosen career. They have more opportunity for grants, even grants internal to the university, and they receive professional development funds. They can have sabbaticals. Part-time professors are guaranteed none of the above.

Moreover, it is not coincidence that the majority of full-time professors are men and the majority of part-time professors are women. We can regard part-time university teaching as another female ghetto. The part-time association has no access to the university's status of women committee because it is a committee of the full-time union.

The division of union protection means that part-timers are marginalized within the university administrative structure. We are not on the 'in', we are not in the loop. We are rarely represented in departmental assemblies, or on departmental committees. We are not, for the most part, represented on university committees, and certainly have no say on the important and influential ones. Students have more say on departmental, faculty and university policy than part-time people do. Part-timers are not regarded as career academics, even those part-time professors with PhDs and good research and publication records. The full-time professors receive certificates of appreciation for long time service. Part-time professors, even after 25 years of service, get no acknowledgment; we are still classed with graduate students who are given a course to teach, only we are older.

At the university every year each full-time professor must complete an official annual report, in which all professional activities are detailed, publications and conferences listed, and honours credited. Service to the university and to the community are listed, as is student supervision. Current and future research projects and plans are also requested.

Part-time professors do not fill out these forms. No one asks us what we have done during the past year, nor what we plan to do in the future. This may be because it is taken for granted that we do not do anything that matters during the year, or that no one cares whether we do or not. The university gets the benefit and credit for our professional activities, while we get no credit or benefit at all.

Though there are almost as many part-time teachers as full-time teachers at the University of Ottawa, and statistics show that 30 per cent of the teaching done is done by part-time professors, the administration does not see us playing a vital role in the university, and treats us accordingly. We are expendable.

So, I was very pleased this year to be able to join the university's equity committee, representing the part-time professors. It has been an eye-opening experience. The equity committee has concerns about the disabled, and visible minorities, mostly within the student body, though occasionally with full-time faculty as well. I have discovered that the university has not documented statistics for the part-time professors on disabilities, minority representation, or anything else. We are not included in the surveys. When I raised some equity issues concerning part-time professors at the equity committee, I was told that these were employment equity issues, and should therefore be taken up at the employment equity committee. I said, I thougbt this was the equity committee. But it turns out there really is an employment equity committee, only it is a committee of the full-time faculty association, and only full-timers can be on the committee, and only equity issues of full-timers can be brougbt to the committee.

So, no part-time employment equity issues can be brought before 'my' equity committee, as employment is not in their jurisdiction. Yet we have no access or recourse to the official employment equity committee, as it is the sole province of the full-time faculty association. Therefore, employment equity issues for part-timers are in no jurisdiction at all.

The part-timers also suffer weaknesses in bargaining position, because we belong to a separate union. Those people teaching part-time in the professional schools, like medicine and law, are also not members of our union. Therefore, wbere the full-time union has lawyer members who can help with contract negotiations, we have no one, except a hired pay-as-you-go labour lawyer, who is expensive and nowhere near as concerned or involved.

Also, since only the full-time union is a member association of CAUT, the part-time union does not get the benefit of CAUT current information, or the negotiation training, assistance, networking and support that CAUT offers to its members. Moreover, the full-time union in negotiations, cites as a basis of comparison, other Canadian universities and their comparable salaries and benefit packages, since all are CAUT members. When the part-time faculty association tries to make comparisons with part-time professors' contracts at other Canadian universities, we are told they are irrelevant to our case, since we are not members of a broader, umbrella organization.

At our university, there are other people who teach part-time, yet are members of neither faculty association. Perbaps if we were all afforded the same coverage and protection under the umbrella of one union, these people would also be members. As it stands now, they are excluded and this adversely affects the part-time union in the following ways: The association does not collect dues from these people, nor does it have any semblance of control over those part-time jobs whicb these people hold. The professors who are exempted from the part-time association are often retired, formerly full-time, professors, hired back to teach a bit. This means that they are receiving university pensions and fringe benefits, and still have a de facto association with the full-time union. They therefore expect, and get, the professional status they had already enjoyed for many years. They are even paid more than unionized part-time teachers.

The other group exempt from belonging to the part-time faculty association, are the so-called 'visiting' professors, classed as experts, who are usually not visiting from anywhere, but are classified as visiting to give them a particular status. This status also confers near equality with full-time professors in input for departmental policy and committees, and also allows such professors to be paid a great deal more than faculty association part-timers.

The point is, this undercuts the power of the part-time faculty association, and also undercuts the efforts of the members of tbe part-time faculty association, who are by any standard undervalued anyway. In comparison with those exempt from our union, unionized part-time professors appear less worthy, less important, and less valuable to their departments and university community. Therefore, it appears that we deserve lower regard, lower pay and benefits, less respect and professional status. And that is exactly what we get.

There are some advantages to having two separate faculty associations. It is a shorter list than the one above, but there are definitely some favorable aspects. I regard these advantages as most important in our union organization and participation.

With a union only representing part-time professors, we have autonomy and self-regulation. We have a more relevant and specific collective agreement. We are more aware of the shared and common problems the membership faces, and more focussed to do something about those problems. In our own pond, we are not small fish. We avoid the risk of being voiceless and powerless, as the weakest link in a larger union.

Grievances can be handled more directly, with less bureaucracy and more concern for fairness and equity. Individual grievances can be easily converted to policy grievances, if the problem noted is widespread.

With a large turnover in membership, union direction has access to fresh insights and contributions, and does not become part of the establishment of the university administration, doing things the way they have always been done. Approximately one third of the part-time association membership earn their living outside the university; this allows us to be concerned about equity and justice outside academia.

Since we are all part-timers, we are all on equal footing. We are not low men and women on the totem pole, nor do we have to depend on the goodwill of others to be treated equally within the union. We have no competition within the faculty association. The concerns and benefit of the part-time professors form the only mandate of the association.

Some might say that many of the disadvantages I have enumerated are simply due to being part-time instead of full-time, and not because of having two faculty associations instead of one. But I do not believe that this is the case. There is nothing inherent in teaching part-time tbat precludes decent and equitable treatment and respect within the work environment. We simply do not receive that treatment. Part-time professors, whether members of no union, a separate union, or a joint union, deserve better than they receive now. ■

(Diane Huberman-Arnold is a part-time professor in the Faculty of Social Sciences at the University of Ottawa.)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.